

CASAN  
DE 700  
-T 21



Ontario

Education  
Relations  
Commission

La Commission  
des relations  
de travail  
en éducation

Government  
Publication

itemize  
Digitize  
return to  
Christy for  
Commercial  
binding.

## Individual Summaries

Collective Agreements  
between Teachers and  
School Boards

## Résumés individuels

Conventions collectives  
entre enseignants et  
conseils scolaires

# 1981-82





1981-82

TEACHER/BOARD

COLLECTIVE AGREEMENTS

Individual Summaries

This publication is issued by the Education Relations Commission to provide information to parties involved in negotiations. It has been prepared pursuant to the duties of the Commission as outlined in *The School Boards and Teachers Collective Negotiations Act, 1975*.

The purpose of this publication is:

- to assist parties through the provision of current and accurate information extracted from written collective agreements which can serve in a neutral capacity during various stages of the negotiation process.

The contents of this document are based on provisions contained in individual written collective agreements for the 1981-82 agreement year, copies of which have been filed with the Commission. Practices or policies which may be operational within a school system, but not incorporated in a written collective agreement, are not reflected in the summaries.

The individual summaries, which present data related to salaries, fringe benefits, leaves and other working conditions, are ordered alphabetically within the following groups:

- Elementary panel - Boards of Education
- Secondary panel - Boards of Education
- County and District Combined Roman Catholic  
Separate School Boards
- Other School Boards

Subsequent distributions of individual summaries will occur at regular intervals.

A companion publication entitled "Teacher/Board Collective Agreements: A Provincial Overview" summarizes information contained within individual agreements, and will be issued two or three times a year.



CONVENTIONS COLLECTIVES 1981-82 ENTRE  
ENSEIGNANTS ET CONSEILS SCOLAIRES  
Résumés individuels

La présente brochure est publiée par la Commission des relations de travail en éducation dans le but d'informer les parties engagées dans des négociations. La publication fait partie des tâches imposées à la Commission par *The School Boards and Teachers Collective Negotiations Act, 1975*.

La publication a pour but:

- de prêter assistance aux parties en leur fournissant des renseignements précis et mis à jour, extraits de conventions collectives écrites, et susceptibles de les aider au cours des différentes phases des négociations.

Le texte de la publication est basé sur des clauses contenues dans des conventions collectives écrites pour l'année de convention 1981-82 dont le texte a été remis à la Commission. Les pratiques ou règlements appliqués dans certains systèmes scolaires mais qui n'ont pas été inclus dans une convention collective écrite ne sont pas repris dans les résumés.

Les résumés individuels donnant des informations sur les traitements, avantages sociaux, congés et autres conditions d'emploi ont été classés par ordre alphabétique dans les groupes suivants:

- Groupe élémentaire - Conseils scolaires
- Groupe secondaire - Conseils scolaires
- Conseils scolaires combinés de comté et de district des écoles catholiques séparées
- Autres conseils scolaires

D'autres résumés individuels seront envoyés ultérieurement à intervalles réguliers.

Une publication parallèle intitulée "Conventions collectives entre enseignants et conseils scolaires: La situation dans la province" où sont résumées les informations contenues dans les conventions individuelles, sera éditée deux ou trois fois chaque année.



"Teacher/Board Collective Agreements: Individual Summaries" is forwarded on an unsolicited basis to the Director or Secretary of Boards of Education and County and District Combined Roman Catholic Separate School Boards and to an official of each Branch Affiliate.

Enquiries concerning this publication or requests for further information assistance should be addressed to:

Research Services  
Education Relations Commission  
Suite 400  
111 Avenue Road  
Toronto, Ontario M5R 3J8  
(416) 922-7679



Les brochures intitulées "Conventions collectives entre enseignants et conseils scolaires: Résumés individuels" sont envoyées automatiquement aux directeurs ou aux secrétaires des conseils scolaires, aux conseils scolaires combinés de comté et de district des écoles catholiques séparées et à un responsable dans chaque section affiliée.

Si vous désirez des informations sur cette publication ou d'autres renseignements, veuillez vous adresser aux:

Services de recherche  
La Commission des relations de  
travail en éducation  
111, chemin Avenue  
Suite 400  
Toronto, Ontario M5R 3J8  
(416) 922-7679



## Explanation of Abbreviations and Symbols contained in this Publication

---

### GENERAL

- CTY - County
- DIST - District
- ELEM - Elementary (Board of Education)
- POST AIB - Agreement reviewed by Anti-Inflation Board
- RCSS - Roman Catholic Separate School Board
- SEC - Secondary (Board of Education)
- SUBJ TO AIB - Agreement subject to review by Anti-Inflation Board

### PRINCIPALS & VICE-PRINCIPALS SALARIES

- ALLOW - Allowance
- CAT - Category
- CLASS - Classroom
- DHS - District High School
- INC. - Increment(s)
- INSTRUCT - Instructional
- K - Kindergarten
- MAX - Maximum
- MIN - Minimum
- PRIN CERT - Principal's certificate
- RESP - Responsibility
- RMS - Rooms
- SS - Secondary School

### EMPLOYEE BENEFITS

Percentages reflect the degree of premium costs subsidized by a school board. 0% indicates that a particular benefit plan is provided for in an agreement although the school board does not contribute to subsidizing the premium costs of the plan.

- EXT. HEALTH - Extended Health Plan
- GROUP INS. - Group Insurance Plan
- LTDP - Long Term Disability Plan
- NO - Benefit plan is not provided
- OHIP - Ontario Health Insurance Plan
- UC - Under consideration

Note regarding DRUG PLAN: This item indicates whether or not an agreement specifically makes provision for a drug plan. Although DRUG PLAN may appear as NO, drug benefits may be available through another plan, e.g. EXTENDED HEALTH.

Explication des abréviations et des symboles  
utilisés dans cette publication

---

GENERALITES

CTY - Comté  
DIST - District  
ELEM - Élémentaire (Conseil scolaire)  
POST AIB - Convention révisée par la Commission anti-inflation  
RCSS - Conseil scolaire de l'école catholique séparée  
SEC - Secondaire (Conseil scolaire)  
SUBJ TO AIB - Convention susceptible d'être révisée par la  
Commission anti-inflation

PRINCIPALS & VICE-PRINCIPLES SALARIES

ALLOW - Prime  
CAT - Catégorie  
CLASS - Salle de classe  
DHS - Ecole secondaire de district  
INC. - Augmentation(s)  
INSTRUCT - Avec charge d'enseignement  
K - Ecole maternelle  
MAX - Maximum  
MIN - Minimum  
PRIN CERT - Accréditation de directeur  
RESP - Responsabilité  
RMS - Locaux  
SS - Ecole secondaire

EMPLOYEE BENEFITS

Les pourcentages indiquent le montant de l'intervention du conseil scolaire dans le paiement des primes. 0% signifie que la convention a prévu un régime d'avantages mais que le conseil scolaire n'intervient pas dans le paiement des primes.

EXT. HEALTH - Régime d'assurance-maladie étendue  
GROUP INS. - Régime d'assurance collective  
LTDP - Régime d'assurance pour invalidité à long terme  
NO - Absence de régime d'avantages  
OHIP - Régime d'assurance-maladie de l'Ontario  
UC - A l'étude

Remarque concernant le régime d'assurance-remèdes (DRUG PLAN): Cette ligne indique si la convention comporte ou non une clause prévoyant expressément un régime d'assurance-remèdes. Toutefois lorsque la mention est "Non" (NO), il est possible que le coût des remèdes soit remboursé par un régime différent, par exemple un régime d'assurance-maladie élargi (EXTENDED HEALTH).





FLT \$ AMT/GRP. - Flat dollar amount per group

FLT \$ AMT/IND. - Flat dollar amount per individual

COST-OF-LIVING

ALLOWANCE - Monetary payment(s) based upon changes in the cost-of-living

FOLD-IN - Adjustment made to salaries (and in some instances teaching allowances) based upon changes in the cost-of-living

GRAD. DEGREE ALLOW. - Graduate degree allowance

CERTIFICATION

The number indicated reflects the Programme (QECO) or Certification (OSSTF) basis upon which teacher qualifications are to be evaluated. It should be noted that in some instances, the particular Programme or Certification basis mentioned in the agreement is supplemented through modifications and/or exemptions applicable within the local context.

IN AGREE - Outlined in agreement

NOT SPEC - Not specified

OSSTF - Ontario Secondary School Teachers' Federation

QECO - Qualifications Evaluation Council of Ontario

3 \$ QUAL. - QECO Programme 3 with monetary qualifications regarding implementation

INSTRUCT. PROV. - Instructional Provisions

INSTRUCT. LOAD - Instructional load (i.e. teaching/  
preparation time)

PTR - Pupil-Teacher Ratio

SABBATICAL LEAVE - (includes Professional Development/Educational Improvement Leave)

2 x LV - Twice length of leave

CAT MIN. - Minimum of category

EQ TO LV - Equal to length of leave

MAX=A1 MIN - Maximum salary equals minimum salary, Category A1

MIN. SERVICE - Minimum years of teaching required

NOT SPEC - Not specified

SLID. SC - Sliding scale

SUBSEQ. SERVICE - Subsequent service required

OTHER - Method of determining maximum number of leaves is other than board discretion, number of staff, percent of staff, percent of budget, fund of flat dollar amount

FLT \$ AMT/GRP. - Montant forfaitaire par groupe

FLT \$ AMT/IND. - Montant forfaitaire par personne individuelle

COST-OF-LIVING

ALLOWANCE - Allocation calculée d'après les fluctuations dans le coût de la vie

FOLD-IN - Rajustement des traitements (et dans certains cas des indemnités d'enseignement) calculé d'après les fluctuations du coût de la vie

GRAD. DEGREE ALLOW. - Prime pour diplôme

CERTIFICATION

Le chiffre mentionné indique les principes du Programme (QECO) ou de l'Accréditation (OSSTF) utilisés pour évaluer les qualifications de l'enseignant. Veuillez noter qu'en certains cas, les principes du Programme ou de l'Accréditation mentionnés dans la convention peuvent faire l'objet de modifications ou d'exceptions pour des raisons de contexte local.

IN AGREE - Décrit dans la convention

NOT SPEC - Non spécifié

OSSTF - Ontario Secondary School Teachers' Federation

QECO - Qualifications Evaluation Council of Ontario

3 \$ QUAL. - Programme 3 QECO avec qualifications financières concernant la mise en application

INSTRUCT. PROV. - Clauses concernant les horaires

INSTRUCT. LOAD - Horaire d'enseignement (c.-à-d. temps d'enseignement/préparation)

PTR - Rapport entre le nombre des élèves et des enseignants

SABBATICAL LEAVE - (y compris les congés pour perfectionnement professionnel et congés d'étude)

2 X LV - Deux fois la durée du congé

CAT MIN. - Minimum dans la catégorie

EQ TO LV - Egal à la durée du congé

MAX = A1 MIN - Traitement maximum égal au traitement minimum Catégorie A1

MIN. SERVICE - Nombre minimum d'années de service exigé

NOT SPEC - Non spécifié

SLID. SC - Echelle mobile

SUBSEQ. SERVICE - Nombre d'années de service subséquentes imposées

OTHER - Le nombre des congés est déterminé autrement que par une décision du conseil, un nombre d'enseignants, un pourcentage d'enseignants, le fond du montant forfaitaire.





OTHER LEAVES

EXT. ABSENCE - Extended leave of absence

EXT. MATERNITY - Maternity leave can extend beyond provision of Employment Standards Act

FED. BUS. - Longer-term leave provision for teacher official or representative for federation business (longer term = 6 days or more)

NEGOTIATIONS - Specific leave provision for participation in some aspect of negotiations

CUM. SICK LEAVE - Cumulative Sick Leave

MAX. ACC. - Maximum accumulation

NO ACCUM - No accumulation

NO MAX - No maximum

NOT SPEC - Not specified

VARIES - Maximum accumulation varies with experience

OTHER PROVISIONS

RETIREMENT GRAT. - Retirement gratuity

SURPLUS/REDUND - Surplus/Redundancy



OTHER LEAVES

- EXT. ABSENCE - Congé prolongé
- EXT. MATERNITY - Le congé pour maternité peut être prolongé au-delà de la durée prévue par le "Employment Standards Act".
- FED. BUS. - Congé de longue durée accordé au représentant des enseignants ou aux personnes employées par eux pour s'occuper des intérêts de la Fédération (longue durée = 6 jours ou plus)
- NEGOTIATIONS - Clause spécifique de congé pour participer à certaines activités concernant des négociations

CUM. SICK LEAVE - Accumulation de congé-maladie

- MAX. ACC. - Accumulation maximum
- NO ACCUM - Pas d'accumulation
- NO MAX - Pas de maximum
- NOT SPEC - Non spécifié
- VARIES - L'accumulation maximum varie selon l'expérience

OTHER PROVISIONS

- RETIREMENT GRAT. - Gratification de retraite
- SURPLUS/REDUND - Surnombre/Excédent

**Elementary**

**1-76**

**Elémentaires**





# EDUCATION RELATIONS COMMISSION

ATIKOKAN ELEM

1981/1982

RD. NO. 1

## TEACHERS SALARY GRID

SEPT-AUG

<u>YEARS</u>	<u>CAT.D</u>	<u>CAT.C</u>	<u>CAT.B</u>	<u>CAT.A1</u>	<u>CAT.A2</u>	<u>CAT.A3</u>	<u>CAT.A4</u>
0		15507	16532	17260	18500	20870	22660
1		16357	17392	18165	19453	21885	23688
2		17207	18252	19070	20406	22900	24716
3		18057	19112	19975	21359	23915	25744
4		18907	19972	20880	22312	24930	26772
5		19757	20832	21785	23265	25945	27800
6		20607	21692	22690	24218	26960	28828
7		21457	22552	23595	25171	27975	29856
8			23412	24500	26124	28990	30984
9			24272	25405	27077	30005	31912
10				26310	28030	31020	32940
11				27215	28983	32035	33968
12				28128	29942	33053	34998
13							
14							

SEP. 23/80

# EDUCATION RELATIONS COMMISSION

ATIKOKAN ELEM

1981/1982

BD. NO. 1

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

\$35,819

\$39,819

4X\$1,000

### VICE-PRINCIPALS SALARIES

### EMPLOYEE BENEFITS

OHIP 100 %

GROUP INS. 100 %

EXT. HEALTH 100 %

DRUG PLAN NO

DENTAL PLAN 100 %

LTDP 0 %

COST-OF-LIVING YES NO  
-----

ALLOWANCE X

FOLD-IN X

GRAD. DEGREE ALLOW.

MASTERS \$ 600

DOCTORATE

### CERTIFICATION

QECO 1 2

OSSTF 1

INSTRUCT. PROV. YES NO  
-----

PTR X

CLASS SIZE X

INSTRUCT. LOAD X

### SABBATICAL LEAVE

MIN.SERVICE 5 YRS

BASIC SALARY FLT \$ AMT

SUBSEQ. SERV. 3 YEARS

MAXI BD DISC.

### CUM. SICK LEAVE

MAX. ACC. 1 240 DAYS

OTHER LEAVES YES NO  
-----

EXT. ABSENCE X

EXT. MATERNITY X

ADOPTION X

PATERNITY X

FED. BUS. X

NEGOTIATIONS X

OTHER PROVISIONS YES NO  
-----

RETIREMENT GRAT. X

SENIORITY X

SURPLUS/REDUND X

GRIEVANCE X

MANAGEMENT RIGHTS X

AGREEMENT TERM 12ND YR. OF 2

OCT. 07/80

# EDUCATION RELATIONS COMMISSION

BRANT CTY ELEM

1981/1982

BU. NO. 2

## TEACHERS SALARY GRID

SEPT-AUG

<u>YEARS</u>	<u>CAT.D</u>	<u>CAT.C</u>	<u>CAT.B</u>	<u>CAT.A1</u>	<u>CAT.A2</u>	<u>CAT.A3</u>	<u>CAT.A4</u>
0	13101	13845	14590	16062	16673	18141	19089
1	13698	14625	15526	17164	17858	19403	20478
2	14292	15407	16464	18274	19047	20670	21872
3	14886	16228	17402	19389	20246	21943	23273
4	15482	17045	18342	20514	21449	23223	24356
5	16078	17864	19279	21640	22661	24512	26094
6	16749	18682	20215	22778	23879	25804	27515
7		19502	21154	23920	25102	27106	28943
8		20321	22092	25069	26334	28412	30377
9		21237	23030	26226	27570	29727	31819
10			24081	27514	28949	31047	33266
11						32524	34880
12							
13							
14							

OCT. 02/80



# EDUCATION RELATIONS COMMISSION

BRANT CTY ELEM

1981/1982

BD. NO. 2

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

#### 15 AND UNDER DEFINED TEACHERS

\$37,792 - 39,879

#### 16 AND OVER DEFINED TEACHERS

\$38,488 - 40,575

NO. OF INCREMENTS = 3

### VICE-PRINCIPALS SALARIES

TEACHER GRID + \$2,205 - 2,695

2 INCREMENTS

### EMPLOYEE BENEFITS

OHIP	80 %
GROUP INS.	80 %
EXT. HEALTH	80 %
DRUG PLAN	NO
DENTAL PLAN	80 %
LTDP	0 %

#### COST-OF-LIVING      YES NO

ALLOWANCE	X
FOLD-IN	X

#### GRAD. DEGREE ALLOW.

MASTERS \$ 700

DOCTORATE \$ 800

#### CERTIFICATION

QECO : 3

OSSTF :

#### INSTRUCT. PROV.      YES NO

PTR	X
CLASS SIZE	X
INSTRUCT. LOAD	X

### SABBATICAL LEAVE

MIN. SERVICE	5 YRS
BASIC SALARY	75 %
SUBSEQ. SERV.	SL SCALE
MAX:	# STAFF 2.0

#### CUM. SICK LEAVE

MAX. ACC. : VARIES

#### OTHER LEAVES      YES NO

EXT. ABSENCE	X
EXT. MATERNITY	X
ADOPTION	X
PATERNITY	X
FED. BUS.	X
NEGOTIATIONS	X

#### OTHER PROVISIONS      YES NO

RETIREMENT GRAT.	X
SENIORITY	X
SURPLUS/REDUND	X
GRIEVANCE	X
MANAGEMENT RIGHTS	X

OCT. 30/80

AGREEMENT TERM 12ND YR. OF 2

EDUCATION RELATIONS COMMISSION

COCHANE-IROQUOIS FALLS ELEM 1981/1982

BD. NO. 7

TEACHERS SALARY GRID

SEPT-AUG

YEARS -----	CAT.D -----	CAT.C -----	CAT.B -----	CAT.A1 -----	CAT.A2 -----	CAT.A3 -----	CAT.A4 -----
0	13420	14100	15030	17040	17980	19170	20270
1	14050	14790	15790	18030	19010	20290	21500
2	14680	15480	16550	19020	20040	21410	22730
3	15310	16170	17310	20010	21070	22530	23960
4	15940	16860	18070	21000	22100	23650	25190
5	16570	17550	18830	21990	23130	24770	26420
6	17200	18240	19590	22980	24160	25890	27650
7	17830	18930	20350	23970	25190	27010	28880
8		19620	21110	24960	26220	28130	30110
9			21870	25950	27250	29250	31340
10				26940	28280	30370	32570
11						31490	33800
12							
13							
14							

OCT. 02/80

# EDUCATION RELATIONS COMMISSION

COCHRANE-IROQUOIS FALLS ELEM 1981/1982

BD. NO. 7

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

#### SCHOOLS FOR THE IMR

TEACHER GRID + \$1,700 (4X\$175)

#### ALL OTHER SCHOOLS

TEACHER(S) TEACHER GRID +

FIRST \$1,600

NEXT 5 \$ 600/TEACHER

NEXT 4 \$ 400/TEACHER

NEXT 3 \$ 300/TEACHER

NEXT 1 \$ 200/TEACHER

THEREAFTER \$ 100/TEACHER

### VICE-PRINCIPALS SALARIES

#### SCHOOLS FOR THE IMR

TEACHER GRID + \$850 (4X\$87.50)

#### ALL OTHER SCHOOLS

TEACHER(S) TEACHER GRID+

FIRST \$800

NEXT 5 \$300/TEACHER

NEXT 4 \$200/TEACHER

NEXT 3 \$150/TEACHER

NEXT 1 \$100/TEACHER

THEREAFTER \$ 50/TEACHER

SPECIAL ED. ALLOWANCES: ELEM CERT. - \$300; INTER CERT. - \$500; SPEC CERT-\$700

### EMPLOYEE BENEFITS

OHIP 75 %

GROUP INS. 75 %

EXT. HEALTH 75 %

DRUG PLAN NO

DENTAL PLAN 75 %

LTDP 0 %

COST-OF-LIVING YES NO

ALLOWANCE X

FOLD-IN X

GRAD. DEGREE ALLOW.

MASTERS \$ 500

DOCTORATE

### CERTIFICATION

QECO 1 IN AGREE

OSSTF 1

INSTRUCT. PROV. YES NO

PTR X

CLASS SIZE X

INSTRUCT. LOAD X

### SABBATICAL LEAVE

MIN.SERVICE 7 YRS

BASIC SALARY 75 %

SUBSEQ. SERV. 3 YEARS

MAX: # STAFF 1.0

### CUM. SICK LEAVE

MAX. ACC. 1 210 DAYS

OTHER LEAVES YES NO

EXT. ABSENCE X

EXT. MATERNITY X

ADOPTION X

PATERNITY X

FED. BUS. X

NEGOTIATIONS X

OTHER PROVISIONS YES NO

RETIREMENT GRAT. X

SENIORITY X

SURPLUS/REDUND X

GRIEVANCE X

MANAGEMENT RIGHTS X

AGREEMENT TERM 2ND YR. OF 2

OCT. 16/80



# EDUCATION RELATIONS COMMISSION

DUFFERIN CTY ELEM

1981/1982

BD. NO. 9

## TEACHERS SALARY GRID

### SEPT-JAN

YEARS -----	CAT.D -----	CAT.C -----	CAT.B -----	CAT.A1 -----	CAT.A2 -----	CAT.A3 -----	CAT.A4 -----
0	12260	12670	13080	15745	16850	18345	19055
1	13270	13680	14090	16865	18040	19710	20480
2	14280	14690	15100	17985	19230	21035	21905
3	15290	15700	16110	19105	20420	22360	23330
4	16300	16710	17120	20225	21610	23685	24755
5	17310	17720	18130	21345	22800	25010	26180
6		18730	19140	22465	23990	26335	27605
7		19740	20150	23585	25180	27660	29030
8		20750	21160	24705	26370	28985	30455
9			22170	25825	27560	30310	31880
10			23180	26945	28750	31635	33305
11			24190	28065	29940	32960	34730
12							
13							
14							

### FEB-AUG

YEARS -----	CAT.D -----	CAT.C -----	CAT.B -----	CAT.A1 -----	CAT.A2 -----	CAT.A3 -----	CAT.A4 -----
0	12400	12795	13215	15915	17035	18555	19240
1	13420	13815	14235	17045	18235	19895	20680
2	14440	14835	15255	18175	19435	21235	22120
3	15460	15855	16275	19395	20635	22575	23560
4	16480	16875	17295	20435	21835	23915	25000
5	17500	17895	18315	21565	23035	25255	26440
6		18915	19335	22695	24235	26595	27880
7		19935	20355	23825	25435	27935	29320
8		20955	21375	24955	26635	29275	30760
9			22395	26085	27835	30615	32209
10			23415	27215	29035	31955	33640
11			24435	28345	30235	33295	35080
12							
13							
14							

OCT. 31/80

# EDUCATION RELATIONS COMMISSION

DUFFERIN CTY ELEM

1981/1982

BO. NO. 9

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

\$40,500

\$44,100

4X\$900

### VICE-PRINCIPALS SALARIES

TEACHER GRID + 3,275

### EMPLOYEE BENEFITS

UNIP 75 %

GROUP INS. 75 %

EXT. HEALTH 75 %

DRUG PLAN NO

DENTAL PLAN NO

LTUP NO

COST-OF-LIVING YES NO

ALLOWANCE X

FOLD-IN X

GRAD. DEGREE ALLOW.

MASTERS \$ 500

DOCTORATE

### CERTIFICATION

WECO 1 2 & 4

USSTF 1

INSTRUCT. PROV. YES NO

PTH X

CLASS SIZE X

INSTRUCT. LOAD X

DEC. 12/80

### SABBATICAL LEAVE

MIN.SERVICE NOT SPEC

BASIC SALARY 50 %

SUBSEQ. SERV. NOT SPEC

MAXI \$ FUND

CUM. SICK LEAVE

MAX. ACC. 1 NO MAX

OTHER LEAVES YES NO

EXT. ABSENCE X

EXT. MATERNITY X

ADOPTION X

PATERNITY X

FED. BUS. X

NEGOTIATIONS X

OTHER PROVISIONS YES NO

RETIREMENT GRAT. X

SENIORITY X

SURPLUS/REDUND X

GRIEVANCE X

MANAGEMENT RIGHTS X

AGREEMENT TERM 2ND YR. OF 2

# EDUCATION RELATIONS COMMISSION

1981/1982

BD. NO. 14

ESPANOLA ELEM

## TEACHERS SALARY GRID

SEPT-AUG

<u>YEARS</u>	<u>CAT.D</u>	<u>CAT.C</u>	<u>CAT.B</u>	<u>CAT.A1</u>	<u>CAT.A2</u>	<u>CAT.A3</u>	<u>CAT.A4</u>
0	12776	13965	14876	16587	17277	18852	19671
1	13680	14869	15812	17705	18395	20104	21046
2	14584	15773	16748	18823	19513	21356	22421
3	15488	16677	17684	19941	20631	22608	23796
4	16392	17581	18620	21059	21749	23860	25171
5	17296	18485	19556	22177	22867	25112	26546
6	18200	19389	20492	23295	23985	26364	27921
7		20293	21428	24413	25103	27616	29296
8		21197	22364	25531	26221	28868	30671
9			23300	26649	27339	30120	32046
10			24236	27767	28457	31372	33421
11					29575	32624	34796
12							
13							
14							

SEP. 04/80

# EDUCATION RELATIONS COMMISSION

ESPANOLA ELEM

1981/1982

BD. NO. 14

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

#### SCHOOL

WEBBWOOD	\$30,065 - 33,920
NAIRN	\$31,725 - 35,580
MASSEY & S. GEIGER	\$33,330 - 37,185
A.B. ELLIS	\$37,820 - 41,675
INCREMENTS:	\$3X\$1,285

PRINCIPALS NOT HAVING THE PRINCIPAL'S  
COURSE QUALIFICATIONS ARE ELGIBLE FOR  
ONE INCREMENT ONLY.

### VICE-PRINCIPALS SALARIES

TEACHER GRID + \$115/CLASSROOM  
MINIUMU ALLOWANCE: \$ 870  
MAXIMUM ALLOWANCE: \$3,355

#### SPECIAL ED. ALLOWANCES

ELEM. CERT. - \$360  
INTER CERT. - \$480  
SPEC. CERT. - \$600

### EMPLOYEE BENEFITS

OHIP	100 %
GROUP INS.	75 %
EXT. HEALTH	100 %
DRUG PLAN	NO
DENTAL PLAN	75 %
LTDP	0 %

#### | <u>COST-OF-LIVING</u> | <u>YES</u> | <u>NO</u> | |-----------------------|------------|-----------| |-----------------------|------------|-----------|

ALLOWANCE	X
FOLD-IN	X

#### GRAD. DEGREE ALLOW.

MASTERS \$ 600  
DOCTORATE

#### CERTIFICATION

QECO : 2  
OSSTF :

#### | <u>INSTRUCT. PROV.</u> | <u>YES</u> | <u>NO</u> | |------------------------|------------|-----------| |------------------------|------------|-----------|

PTR	X
CLASS SIZE	X
INSTRUCT. LOAD	X

### SABBATICAL LEAVE

MIN.SERVICE 7 YRS  
BASIC SALARY 75 %  
SUBSEQ. SERV. 3 YEARS  
MAX: # STAFF 1.0

#### CUM. SICK LEAVE

MAX. ACC. : 200 DAYS

#### | <u>OTHER LEAVES</u> | <u>YES</u> | <u>NO</u> | |---------------------|------------|-----------| |---------------------|------------|-----------|

EXT. ABSENCE	X
EXT. MATERNITY	X
ADOPTION	X
PATERNITY	X
FED. BUS.	X
NEGOTIATIONS	X

#### | <u>OTHER PROVISIONS</u> | <u>YES</u> | <u>NO</u> | |-------------------------|------------|-----------| |-------------------------|------------|-----------|

RETIREMENT GRAT.	X
SENIORITY	X
SURPLUS/REDUND	X
GRIEVANCE	X
MANAGEMENT RIGHTS	X

AGREEMENT TERM:2ND YR. OF 2

SEP. 04/80



# EDUCATION RELATIONS COMMISSION

GERALDTON ELEM

1981/1982

BD. NO. 19

## TEACHERS SALARY GRID

SEPT-AUG

YEARS -----	CAT.D -----	CAT.C -----	CAT.B -----	CAT.A1 -----	CAT.A2 -----	CAT.A3 -----	CAT.A4 -----
0	13770	14760	13990	17270	18260	19440	20440
1	13770	14760	14960	18450	19440	20840	21480
2	13770	14760	15950	19430	20440	21650	22440
3	14760	15750	16920	20650	21450	23040	23810
4	15750	16710	17880	21630	22440	24210	24980
5	16710	17700	18880	22830	23650	25590	26350
6	17700	18680	19850	24040	24830	26760	28040
7	18310	19690	20850	25220	26010	27750	29120
8		20650	21830	26350	27230	28940	30300
9		21640	22810	27520	28380	30110	31270
10				28700	29590	31270	32430
11					30870	32430	33660
12						33560	34610
13							35730
14							

OCT. 31/80

# EDUCATION RELATIONS COMMISSION

GERALDTON ELEM

1981/1982

BD. NO. 19

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

### VICE-PRINCIPALS SALARIES

<u>SUPERVISED</u> <u>TEACHERS</u>	<u>TEACHER GRID +</u>
FIRST 5	\$425/TEACHER
NEXT 10	\$290/TEACHER
REMAINING	\$160/TEACHER

TEACHER GRID + \$1,200

### EMPLOYEE BENEFITS

### SABBATICAL LEAVE

OHIP	80 %
GROUP INS.	100 %
EXT. HEALTH	100 %
DRUG PLAN	100 %
DENTAL PLAN	100 %
LTDP	100 %

MIN.SERVICE	7 YRS
BASIC SALARY	66 %
SUBSEQ. SERV.	3 YEARS
MAX:	# STAFF 1.0

### CUM. SICK LEAVE

MAX. ACC. : 230 DAYS

<u>COST-OF-LIVING</u>	<u>YES</u>	<u>NO</u>
ALLOWANCE	X	
FOLD-IN	X	

### OTHER LEAVES

	<u>YES</u>	<u>NO</u>
EXT. ABSENCE	X	
EXT. MATERNITY	X	
ADOPTION	X	
PATERNITY	X	
FED. BUS.		X
NEGOTIATIONS		X

### GRAD. DEGREE ALLOW.

MASTERS \$ 600

DOCTORATE

### CERTIFICATION

QECO : 2

OSSTF :

### INSTRUCT. PROV.

	<u>YES</u>	<u>NO</u>
PTR	X	
CLASS SIZE	X	
INSTRUCT. LOAD	X	

### OTHER PROVISIONS

	<u>YES</u>	<u>NO</u>
RETIREMENT GRAT.	X	
SENIORITY	X	
SURPLUS/REDUND	X	
GRIEVANCE	X	
MANAGEMENT RIGHTS		X

AGREEMENT TERM: 2ND YR. OF 2

OCT. 30/80

# EDUCATION RELATIONS COMMISSION

LEEDS-GRENVILLE CTY ELEM

1981/1982

BD. NO. 37

## TEACHERS SALARY GRID

SEPT-AUG

YEARS -----	CAT.D -----	CAT.C -----	CAT.B -----	CAT.A1 -----	CAT.A2 -----	CAT.A3 -----	CAT.A4 -----
0	12691	13492	14347	16759	17604	19292	20343
1	13599	14457	15371	17869	18785	20422	21574
2	14536	15455	16432	19016	19925	21552	22805
3	15413	16388	17425	20090	20997	22682	24036
4	16202	17230	18321	21060	21963	23812	25267
5	17574	18662	19207	22018	22923	24942	26498
6		18957	20155	23047	23945	26072	27729
7		20450	21041	24006	24910	27202	28960
8			21930	24964	25930	28332	30191
9			22819	25928	26893	29462	31422
10			23832	26893	27853	30592	32653
11				28044	29585	31722	33884
12						32862	35118
13							
14							

OCT. 31/80

# EDUCATION RELATIONS COMMISSION

LEEDS-GRENVILLE CTY ELEM

1981/1982

BD. NO. 37

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

DEGREE OR NON-DEGREE IN SCHOOLS WITH  
FEWER THAN 4 TEACHING UNITS

\$30,365 - 33,487 (3 INCREMENTS)

NON-DEGREE IN SCHOOLS WITH 4 OR MORE  
TEACHING UNITS

\$30,865 - 33,987 (3 INCREMENTS)

DEGREE IN SCHOOLS WITH 4-15  
TEACHING UNITS

\$35,365 - 38,487 (3 INCREMENTS)

DEGREE IN SCHOOLS WITH 15 OR MORE  
TEACHING UNITS

\$35,822 - 41,253 (4 INCREMENTS)

### VICE-PRINCIPALS SALARIES

TEACHER GRID + \$2,900

### EMPLOYEE BENEFITS

OHIP 85 %

GROUP INS. 100 %

EXT. HEALTH 85 %

DRUG PLAN NO

DENTAL PLAN 85 %

LTD 0 %

COST-OF-LIVING YES NO  
----- --

ALLOWANCE X

FOLD-IN X

GRAD. DEGREE ALLOW.

MASTERS \$ 600

DOCTORATE \$ 750

### CERTIFICATION

QECO : 3

OSSTF :

INSTRUCT. PROV. YES NO  
----- --

PTR X

CLASS SIZE X

INSTRUCT. LOAD X

### SABBATICAL LEAVE

MIN. SERVICE 5 YRS

BASIC SALARY 80 %

SUBSEQ. SERV. 3 YEARS

MAX: # STAFF 3.0

### CUM. SICK LEAVE

MAX. ACC. : 240 DAYS

OTHER LEAVES YES NO  
----- --

EXT. ABSENCE X

EXT. MATERNITY X

ADOPTION X

PATERNITY X

FED. BUS. X

NEGOTIATIONS X

OTHER PROVISIONS YES NO  
----- --

RETIREMENT GRAT. X

SENIORITY X

SURPLUS/REDUND X

GRIEVANCE X

MANAGEMENT RIGHTS X

AGREEMENT TERM: 2ND YR. OF 2

DEC. 30/80



# EDUCATION RELATIONS COMMISSION

LONDON ELEM

1981/1982

BD. NO. 40

## TEACHERS SALARY GRID

SEPT-AUG

YEARS -----	CAT.D -----	CAT.C -----	CAT.B -----	CAT.A1 -----	CAT.A2 -----	CAT.A3 -----	CAT.A4 -----
0	13790	14850	15500	16600	16440	18080	18970
1	13790	14850	15500	16670	17690	19510	20530
2	13790	14850	15580	17740	18940	20940	22100
3	14530	15670	16570	18810	20190	22370	23670
4	15270	16490	17570	19880	21440	23800	25230
5	16010	17310	18570	20950	22690	25230	26790
6	16750	18130	19560	22020	23940	26660	28360
7	17490	18950	20550	23090	25190	28090	29930
8	18230	19770	21550	24160	26440	29520	31490
9	18970	20590	22550	25230	27690	30950	33060
10			23540	26330	28940	32380	34620
11							
12							
13							
14							

NOV. 13/80

# EDUCATION RELATIONS COMMISSION

LONDON ELEM

1981/1982

BD. NO. 40

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

\$39,030

\$41,230

2X\$1,100

### VICE-PRINCIPALS SALARIES

\$36,300

\$37,400

1X\$1,100

### EMPLOYEE BENEFITS

OHIP 80 %

GROUP INS. 80 %

EXT. HEALTH 80 %

DRUG PLAN NO

DENTAL PLAN 80 %

LTDP 80 %

COST-OF-LIVING YES NO

ALLOWANCE X

FOLD-IN X

GRAD. DEGREE ALLOW.

MASTERS \$ 725

DOCTORATE

CERTIFICATION

QECO 1 2

OSSTF 1

INSTRUCT. PROV. YES NO

PTR X

CLASS SIZE X

INSTRUCT. LOAD X

### SABBATICAL LEAVE

MIN. SERVICE 10 YRS

BASIC SALARY 100 %

SUBSEQ. SERV. 2X LEAVE

MAX: # STAFF 3.0

CUM. SICK LEAVE

MAX. ACC. 1 NO ACCUM.

OTHER LEAVES YES NO

EXT. ABSENCE X

EXT. MATERNITY X

ADOPTION X

PATERNITY X

FED. BUS. X

NEGOTIATIONS X

OTHER PROVISIONS YES NO

RETIREMENT GRAT. X

SENIORITY X

SURPLUS/REDUND X

GRIEVANCE X

MANAGEMENT RIGHTS X

DEC. 30/80

AGREEMENT TERM 2ND YR. OF 2

# EDUCATION RELATIONS COMMISSION

MUSKOKA ELEM

1981/1982

BD. NO. 44

## TEACHERS SALARY GRID

SEPT-JAN

<u>YEARS</u>	<u>CAT.D</u>	<u>CAT.C</u>	<u>CAT.B</u>	<u>CAT.A1</u>	<u>CAT.A2</u>	<u>CAT.A3</u>	<u>CAT.A4</u>
0	11552	12511	13601	15647	15816	17068	17847
1	12664	13623	14714	16801	16982	18235	19013
2	13776	14734	15825	17953	18149	19401	20180
3	14889	15847	16938	19106	19315	20567	21346
4	16001	16959	18050	20258	20481	21734	22512
5	17114	18072	19162	21412	21649	22900	23679
6		19184	20275	22564	22815	24066	24845
7		20297	21387	23718	23981	25234	26011
8			22500	24870	25148	26400	27178
9			23611	26024	26314	27566	28345
10				27176	27480	28734	29511
11					28647	29900	30678
12						31067	31844
13							33010
14							

FEB-AUG

<u>YEARS</u>	<u>CAT.D</u>	<u>CAT.C</u>	<u>CAT.B</u>	<u>CAT.A1</u>	<u>CAT.A2</u>	<u>CAT.A3</u>	<u>CAT.A4</u>
0	12014	13011	14145	16273	16449	17751	18561
1	13171	14168	15303	17473	17661	18964	19774
2	14327	15323	16458	18671	18875	20177	20987
3	15485	16481	17616	19870	20088	21390	22200
4	16641	17637	18772	21068	21300	22603	23412
5	17799	18795	19928	22268	22515	23816	24626
6		19951	21086	23467	23728	25029	25839
7		21109	22242	24667	24940	26243	27051
8			23400	25865	26154	27456	28265
9			24555	27065	27367	28669	29479
10				28263	28579	29883	30691
11					29793	31096	31905
12						32310	33118
13							34330
14							

SEP. 04/80



# EDUCATION RELATIONS COMMISSION

MUSKOKA ELEM

1981/1982

RD. NO. 44

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

<u>ENROLMENT</u>	<u>TEACHER GRID +</u>
1 - 100	\$1,733
101 - 300	\$6,762
301+	\$8,285

### VICE-PRINCIPALS SALARIES

<u>ENROLMENT</u>	<u>TEACHER GRID +</u>
1- 100	\$ 179
101- 300	\$2,195
301+	\$4,158

### EMPLOYEE BENEFITS

OHIP	60 %
GROUP INS.	100 %
EXT. HEALTH	100 %
DRUG PLAN	NO
DENTAL PLAN	FLT \$ AMT/GRP.
LTDP	0 %

### COST-OF-LIVING      YES NO

ALLOWANCE	X
FOLD-IN	X

### GRAD. DEGREE ALLOW.

MASTERS \$	840
DOCTORATE \$	840

### CERTIFICATION

QECO :	3
OSSTF :	

### INSTRUCT. PROV.      YES NO

PTR	X
CLASS SIZE	X
INSTRUCT. LOAD	X

### SABBATICAL LEAVE

MIN.SERVICE	7 YRS
BASIC SALARY	70 %
SUBSEQ. SERV.	3 YEARS
MAX:	# STAFF 2.0

### CUM. SICK LEAVE

MAX. ACC. :	200 DAYS
-------------	----------

### OTHER LEAVES      YES NO

EXT. ABSENCE	X
EXT. MATERNITY	X
ADOPTION	X
PATERNITY	X
FED. BUS.	X
NEGOTIATIONS	X

### OTHER PROVISIONS      YES NO

RETIREMENT GRAT.	X
SENIORITY	X
SURPLUS/REDUND	X
GRIEVANCE	X
MANAGEMENT RIGHTS	X

AGREEMENT TERM: 2ND YR. OF 2

SEP. 04/80

# EDUCATION RELATIONS COMMISSION

NIPISSING ELEM

1981/1982

BD. NO. 47

## TEACHERS SALARY GRID

### SEPT-DEC

YEARS -----	CAT.D -----	CAT.C -----	CAT.B -----	CAT.A1 -----	CAT.A2 -----	CAT.A3 -----	CAT.A4 -----
0	12753	13963	14871	16486	17192	18706	19512
1	13459	14670	15578	17394	18100	19714	20521
2	14165	15376	16284	18302	19007	20723	21732
3	14871	16082	16990	19210	19915	21732	22942
4	15578	16889	17797	20117	20824	22741	24153
5	16233	17696	18605	21025	21732	23850	25363
6		18604	19411	22034	22741	25060	26574
7		19512	20319	23043	23750	26271	27785
8		20375	21227	24052	24860	27684	29197
9			22135	25060	26070	29096	30610
10			23303	26069	27280	30509	32224
11				26980	28421	31880	33822
12							
13							
14							

### JAN-AUG

YEARS -----	CAT.D -----	CAT.C -----	CAT.B -----	CAT.A1 -----	CAT.A2 -----	CAT.A3 -----	CAT.A4 -----
0	13218	14800	15763	17275	18023	19828	20683
1	14066	15550	16512	18237	18986	20896	21752
2	14915	16298	17261	19200	19947	21966	23036
3	15663	17047	18009	20162	20910	23036	24318
4	16463	17902	18864	21124	21873	24105	25602
5	17207	18757	19721	22086	22835	25281	26885
6		19720	20475	23156	23905	26563	28168
7		20682	21438	24225	24975	27847	29452
8		21572	22400	25295	26151	29345	30949
9			23363	26363	27334	31042	32447
10			24601	27333	28817	32539	34157
11				28403	30000	33803	35869
12							
13							
14							

OCT. 31/80

# EDUCATION RELATIONS COMMISSION

NIPISSING ELEM

1981/1982

BD. NO. 47

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

### VICE-PRINCIPALS SALARIES

PUPILS                      TEACHER GRID +

TEACHER GRID + \$2,100 (4X\$250)

LESS THAN 125              \$2,750

125 - 259                   \$3,710

260+                        \$4,800

INCREMENTS:    4X\$600

### EMPLOYEE BENEFITS

### SABBATICAL LEAVE

OHIP                        100 %

GROUP INS.                100 %

EXT. HEALTH               100 %

DRUG PLAN                NO

DENTAL PLAN              NO

LTDP                        100 %

MIN.SERVICE              7 YRS

BASIC SALARY              75 %

SUBSEQ. SERV.            3 YEARS

MAX:                       # STAFF 2.0

### CUM. SICK LEAVE

MAX. ACC. :    NO MAX

COST-OF-LIVING          YES NO

OTHER LEAVES              YES NO

ALLOWANCE                X

FOLD-IN                    X

EXT. ABSENCE              X

GRAD. DEGREE ALLOW.

EXT. MATERNITY            X

ADOPTION                   X

MASTERS

PATERNITY                   X

DOCTORATE

FED. BUS.                   X

### CERTIFICATION

NEGOTIATIONS              X

QECO :                      2

OTHER PROVISIONS          YES NO

OSSTF :

RETIREMENT GRAT.          X

INSTRUCT. PROV.          YES NO

SENIORITY                   X

PTR                        X

SURPLUS/REDUND            X

CLASS SIZE                X

GRIEVANCE                   X

INSTRUCT. LOAD            X

MANAGEMENT RIGHTS          X

DEC. 30/80

AGREEMENT TERM: 2ND YR. OF 2

# EDUCATION RELATIONS COMMISSION

OXFORD CTY ELEM

1981/1982

BD. NO. 53

## TEACHERS SALARY GRID

SEPT-AUG

<u>YEARS</u>	<u>CAT.D</u>	<u>CAT.C</u>	<u>CAT.B</u>	<u>CAT.A1</u>	<u>CAT.A2</u>	<u>CAT.A3</u>	<u>CAT.A4</u>
0	13125	13816	14776	16584	17316	18448	19617
1	13860	14606	15641	17568	18388	19721	21031
2	14595	15396	16506	18552	19460	20994	22445
3	15330	16186	17371	19536	20532	22267	23859
4	16065	16976	18236	20520	21604	23540	25273
5	16800	17766	19101	21504	22676	24813	26687
6	17535	18556	19966	22488	23748	26086	28101
7		19346	20831	23472	24820	27359	29515
8		20136	21696	24456	25892	28632	30929
9		20926	22561	25440	26964	29905	32343
10			23426	26424	28036	31178	33757
11			24291	27408	29108	32451	35171
12							
13							
14							

JAN. 01/81



# EDUCATION RELATIONS COMMISSION

OXFORD CTY ELEM

1981/1982

BD. NO. 53

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

### VICE-PRINCIPALS SALARIES

#### QUALIFICATIONS

TEACHER GRID + \$2,891

#### CATEGORY

D	\$22,465 - 26,339
C	\$27,970 - 32,103
B	\$29,633 - 34,024
A	\$31,371 - 36,017
NO. OF INCREMENTS = 4	

#### RESPONSIBILITY SUPERVISED CATEGORY TEACHERS

3	1.0- 7.0	\$3,606
2	7.1-13.0	\$4,809
1	13.1+	\$6,732

SALARY = QUALIFICATIONS CATEGORY +  
RESPONSIBILITY CATEGORY

### EMPLOYEE BENEFITS

OHIP	85 %
GROUP INS.	85 %
EXT. HEALTH	85 %
DRUG PLAN	NO
DENTAL PLAN	75 %
LTDP	0 %

#### COST-OF-LIVING YES NO -----

ALLOWANCE	X
FOLD-IN	X

#### GRAD. DEGREE ALLOW. -----

MASTERS \$	723
DOCTORATE \$	844

### CERTIFICATION

QECC 1	3
OSSTF 1	

#### INSTRUCT. PROV. YES NO -----

PTR	X
CLASS SIZE	X
INSTRUCT. LOAD	X

### SABBATICAL LEAVE

MIN. SERVICE	7 YRS
BASIC SALARY	75 %
SUBSEQ. SERV.	3 YEARS
MAXI	% STAFF 1.0

### CUM. SICK LEAVE

MAX. ACC. 1	240 DAYS
-------------	----------

#### OTHER LEAVES YES NO -----

EXT. ABSENCE	X
EXT. MATERNITY	X
ADOPTION	X
PATERNITY	X
FED. BUS.	X
NEGOTIATIONS	X

#### OTHER PROVISIONS YES NO -----

RETIREMENT GRAT.	X
SENIORITY	X
SURPLUS/REDUND	X
GRIEVANCE	X
MANAGEMENT RIGHTS	X

AGREEMENT TERM 2ND YR. OF 2

JAN. 20/81

# EDUCATION RELATIONS COMMISSION

WINTSOF ELEM

1981/1982

EC. AC. 7A

## TEACHERS SALARY GRID

SEPT-2LG

<u>YEARS</u>	<u>CAT.D</u>	<u>CAT.C</u>	<u>CAT.B</u>	<u>CAT.A1</u>	<u>CAT.A2</u>	<u>CAT.A3</u>	<u>CAT.A4</u>
0	13571	13566	14752	17391	17536	19505	20462
1	14359	14664	15671	18141	18688	20462	21416
2	15146	15603	16589	18852	19439	21416	22373
3	15934	16721	17639	19641	20188	22373	23326
4	17893	17641	18558	20938	21757	24145	25646
5		18558	19476	21596	22828	25457	26854
6		20841	20394	22758	23589	26428	27820
7			21313	23515	24351	27397	28782
8			23581	24281	25111	28365	29747
9				26238	27584	30825	32395
10							
11							
12							
13							
14							

CCT. 11/79

# EDUCATION RELATIONS COMMISSION

WINDSOR ELEM

1981/1982

BC. NO. 74

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

\$35,531

\$42,320

NO. OF INCREMENTS = 7

### VICE-PRINCIPALS SALARIES

\$33,206

\$35,531

NO. OF INCREMENTS = 4

### FRINGE BENEFITS

CHIP	100 %
GROUP INS.	100 %
EXT. HEALTH	100 %
DRUG PLAN	NO
DENTAL PLAN	100 %
LTCF	NO

COLA	YES	NO
-----	-----	-----

ALLOWANCE	X
FOLD-IN	X

### GRAD. DEGREE ALLOW.

MASTERS \$ 750

DOCTORATE \$ 1500

### CERTIFICATION

SECO : 3

CSSTF :

INSTRUCT. PROV.	YES	NO
-----	-----	-----

PIR	X
-----	---

CLASS SIZE	X
------------	---

INSTRUCT. LOAD	X
----------------	---

OCT. 12/79

### SABBATICAL LEAVE

MIN. SERVICE 6 YRS

BASIC SALARY 100 %

SUBSEQ. SERV. 2 YEARS

MAX: # STAFF 3.0

### CLM. SICK LEAVE

MAX. ACC. : VARIES

OTHER LEAVES	YES	NO
-----	-----	-----

EXT. ABSENCE	X
--------------	---

EXT. MATERNITY	X
----------------	---

ADOPTION	X
----------	---

PATERNITY	Y
-----------	---

FED. BUS.	Y
-----------	---

NEGOTIATIONS		X
--------------	--	---

OTHER PROVISIONS	YES	NO
-----	-----	-----

RETIREMENT GRAT.	X
------------------	---

SENIORITY	X
-----------	---

SURPLUS/REDUND	X
----------------	---

GRIEVANCE	X
-----------	---

MANAGEMENT RIGHTS	X
-------------------	---

**Secondary**

---

**78-153**

---

**Secondaires**





# EDUCATION RELATIONS COMMISSION

ATIKOKAN SEC

1981/1982

HD. NO. 78

## TEACHERS SALARY GRID

SEPT-AUG

YEARS -----	GRP. 1 -----	GRP. 2 -----	GRP. 3 -----	GRP. 4 -----
0	17260	18500	20870	22660
1	18330	19570	21940	23730
2	19400	20640	23010	24800
3	20470	21710	24080	25870
4	21540	22780	25150	26940
5	22610	23850	26220	28010
6	23680	24920	27290	29080
7	24750	25990	28360	30150
8	25820	27060	29430	31220
9	26890	28130	30500	32290
10	27960	29200	31570	33360
11	29030	30270	32640	34430
12	30100	31340	33710	35500
13				
14				

SEP. 23/80

# EDUCATION RELATIONS COMMISSION

ATIKOKAN SEC

1981/1982

BD. NO. 78

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

-----

\$42,950

\$47,230

4X\$1,070

### VICE-PRINCIPALS SALARIES

-----

\$37,600

\$41,880

4X\$1,070

### DEPT. ALLOWANCE

DEPT. HEAD: \$2,100

### EMPLOYEE BENEFITS

-----

OHIP 100 %

GROUP INS. 100 %

EXT. HEALTH 100 %

DRUG PLAN NO

DENTAL PLAN 100 %

LTDP 0 %

COST-OF-LIVING YES NO

-----

ALLOWANCE X

FOLD-IN X

### GRAD. DEGREE ALLOW.

-----

MASTERS \$ 600

DOCTORATE

### CERTIFICATION

-----

QECO 1

OSSTF 1 6

INSTRUCT. PROV. YES NO

-----

PTR X

CLASS SIZE X

INSTRUCT. LOAD X

### SABBATICAL LEAVE

-----

MIN. SERVICE 5 YRS

BASIC SALARY FLT \$ AMT

SUBSEQ. SERV. 3 YEARS

MAXI BD DISC.

### CUM. SICK LEAVE

-----

MAX. ACC. 1 240 DAYS

### OTHER LEAVES

-----

EXT. ABSENCE X

EXT. MATERNITY X

ADOPTION X

PATERNITY X

FED. BUS. X

NEGOTIATIONS X

### OTHER PROVISIONS

-----

RETIREMENT GRAT. X

SENIORITY X

SURPLUS/REDUND X

GRIEVANCE X

MANAGEMENT RIGHTS X

OCT. 07/80

AGREEMENT TERM 2ND YR. OF 2

# EDUCATION RELATIONS COMMISSION

1981/1982

BD. NO. 80

## TEACHERS SALARY GRID

SEPT-AUG

YEARS -----	GRP. 1 -----	GRP. 2 -----	GRP. 3 -----	GRP. 4 -----
0	16389	16984	18585	19607
1	17274	18006	19911	21070
2	18295	19317	21222	22534
3	19607	20490	22534	23997
4	20780	21803	23997	25462
5	21954	23128	25462	26925
6	23128	24301	26786	28388
7	24301	25613	28098	29853
8	25462	26786	29562	31315
9	26635	28098	31026	32779
10	27810	29424	32350	34242
11	28388	30003	33663	35858
12				
13				
14				

JAN. 01/81



# EDUCATION RELATIONS COMMISSION

BRUCE CTY SEC

1981/1982

RD. NO. 80

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

### VICE-PRINCIPALS SALARIES

#### LESS THAN 600 STUDENTS

\$41,814

\$43,954

\$43,199

#### 600 OR MORE STUDENTS

NO. OF INCREMENTS = 2

\$45,587 - 48,354

NO. OF INCREMENTS = 3

### DEPT. ALLOWANCES

MAJOR HEAD: \$2,500

MINOR HEAD: \$1,600

### EMPLOYEE BENEFITS

### SABBATICAL LEAVE

OHIP 90 %

MIN. SERVICE 5 YRS

GROUP INS. 90 %

BASIC SALARY 75 %

EXT. HEALTH 90 %

SUBSEQ. SERV. 3 YEARS

DRUG PLAN NO

MAXI HD DISC.

DENTAL PLAN NO

### CUM. SICK LEAVE

LTDP 90 %

MAX. ACC. 1 220 DAYS

COST-OF-LIVING YES NO

OTHER LEAVES YES NO

ALLOWANCE X

EXT. ABSENCE X

FOLD-IN X

EXT. MATERNITY X

### GRAD. DEGREE ALLOW.

ADOPTION X

MASTERS \$ 660

PATERNITY X

DOCTORATE \$ 1100

FED. BUS. X

### CERTIFICATION

NEGOTIATIONS X

QECO 1

OTHER PROVISIONS YES NO

OSSTF 1 6

RETIREMENT GRAT. X

INSTRUCT. PROV. YES NO

SENIORITY X

PTR X

SURPLUS/REDUND X

CLASS SIZE X

GRIEVANCE X

INSTRUCT. LOAD X

MANAGEMENT RIGHTS X

AGREEMENT TERM 3RD YR. OF 3

JAN. 20/81

## EDUCATION RELATIONS COMMISSION

DUFFERIN CTY SEC

1981/1982

BD. NO. 86

## TEACHERS SALARY GRID

SEPT-AUG

<u>YEARS</u>	<u>GRP. 1</u>	<u>GRP. 2</u>	<u>GRP. 3</u>	<u>GRP. 4</u>
0	16570	17490	19050	20090
1	17730	18720	20410	21550
2	18880	19940	21760	23020
3	20030	21170	23130	24480
4	21190	22390	24490	25940
5	22350	23620	25850	27410
6	23500	24840	27210	28880
7	24650	26060	28570	30340
8	25810	27290	29920	31800
9	26970	28510	31290	33270
10	28080	29740	32650	34730
11	29280	30960	34000	36200
12				
13				
14				

OCT. 31/80

# EDUCATION RELATIONS COMMISSION

DOFFERIN CTY SEC

1981/1982

BU. NO. 86

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

\$47,600

\$49,640

3X\$680

### VICE-PRINCIPALS SALARIES

\$41,620

\$43,660

3X\$680

### DEPT. ALLOWANCES

DEPT. HEAD: \$3,150

ASST. HEAD: \$1,550

### EMPLOYEE BENEFITS

UNIP 75 %

GROUP INS. 75 %

EXT. HEALTH 75 %

DRUG PLAN NO

DENTAL PLAN NO

LTDI NO

COST-OF-LIVING YES NO

ALLOWANCE X

FOLD-IN X

GRAD. DEGREE ALLOW.

MASTERS \$ 655

DOCTORATE \$ 655

### CERTIFICATION

WECO 1

USST 1 A

INSTRUCT. PROV. YES NO

PTH X

CLASS SIZE X

INSTRUCT. LOAD X

### SABBATICAL LEAVE

MIN. SERVICE NOT SPEC

BASIC SALARY 50 %

SUBSEQ. SERV. NOT SPEC

MAXI \$ FUND

### CUM. SICK LEAVE

MAX. ACC. 1 NO MAX

OTHER LEAVES YES NO

EXT. ABSENCE X

EXT. MATERNITY X

ADOPTION X

PATERNITY X

FED. BUS. X

NEGOTIATIONS X

OTHER PROVISIONS YES NO

RETIREMENT GRAT. X

SENIORITY X

SURPLUS/REDUND X

GRIEVANCE X

MANAGEMENT RIGHTS X

AGREEMENT TERM 2ND YR. OF 2

DEC. 12/80

## EDUCATION RELATIONS COMMISSION

1981/1982

RD. NO. 89

EAST YORK SEC

## TEACHERS SALARY GRID

SEPT-AUG

YEARS -----	GRP. 1 -----	GRP. 2 -----	GRP. 3 -----	GRP. 4 -----
0	17124	17948	19760	20583
1	18359	19231	21258	22198
2	19595	20516	22757	23808
3	20829	21801	24254	25424
4	22064	23083	25752	27038
5	23298	24372	27251	28651
6	24534	25656	28749	30264
7	25770	26938	30248	31879
8	27005	28224	31744	33491
9	28239	29508	33245	35106
10	29475	30791	34745	36720
11				
12				
13				
14				

OCT. 16/80



# EDUCATION RELATIONS COMMISSION

EAST YORK SEC

1981/1982

BU. NO. 89

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

### VICE-PRINCIPALS SALARIES

\$45,813

\$39,700

\$49,388

\$43,279

3 INCREMENTS

3 INCREMENTS

### DEPT. ALLOWANCES

MAJOR HEAD: \$2,731

MINOR HEAD: \$1,453

### EMPLOYEE BENEFITS

OHIP 75 %

GROUP INS. 100 %

EXT. HEALTH 100 %

DRUG PLAN NO

DENTAL PLAN 75 %

LTDP NO

COST-OF-LIVING YES NO

ALLOWANCE X

FOLD-IN X

GRAD. DEGREE ALLOW.

MASTERS \$ 742

DOCTORATE \$ 1007

CERTIFICATION

WECB :

OSSTF : 6

INSTRUCT. PROV. YES NO

PTH X

CLASS SIZE X

INSTRUCT. LOAD X

### SABBATICAL LEAVE

MIN. SERVICE 6 YRS

BASIC SALARY 40 %

SUBSEQ. SERV. 2X LEAVE

MAX: BD DISC.

CUM. SICK LEAVE

MAX. ACC. : NO MAX

OTHER LEAVES YES NO

EXT. ABSENCE X

EXT. MATERNITY X

ADOPTION X

PATERNITY X

FED. BUS. X

NEGOTIATIONS X

OTHER PROVISIONS YES NO

RETIREMENT GRAT. X

SENIORITY X

SURPLUS/REDUND X

GRIEVANCE X

MANAGEMENT RIGHTS X

NOV. 13/80

AGREEMENT TERM 2ND YR. OF 2

## EDUCATION RELATIONS COMMISSION

ETOBICOKE SEC

1981/1982

RD. NO. 93

## TEACHERS SALARY GRID

SEPT-AUG

YEARS -----	GRP. 1 -----	GRP. 2 -----	GRP. 3 -----	GRP. 4 -----
0	17124	17948	19760	20583
1	18359	19231	21258	22198
2	19595	20516	22757	23808
3	20829	21801	24254	25424
4	22064	23083	25752	27038
5	23298	24372	27251	28651
6	24534	25656	28749	30264
7	25770	26938	30248	31879
8	27005	28224	31744	33491
9	28239	29508	33245	35106
10	29475	30791	34745	36720
11				
12				
13				
14				

OCT. 16/80

# EDUCATION RELATIONS COMMISSION

ETOBICOKE SEC

1981/1982

BD. NO. 93

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

### VICE-PRINCIPALS SALARIES

\$45,813

\$39,700

\$49,388

\$43,279

3 INCREMENTS

3 INCREMENTS

### DEPT. ALLOWANCE

MAJOR HEAD: \$2,731

### EMPLOYEE BENEFITS

### SABBATICAL LEAVE

OHIP 75 %

MIN. SERVICE 6 YRS

GROUP INS. 100 %

BASIC SALARY 80 %

EXT. HEALTH 100 %

SUBSEQ. SERV. 2X LEAVE

DRUG PLAN NO

MAX: BD DISC.

DENTAL PLAN 75 %

### CUM. SICK LEAVE

LTDP NO

MAX. ACC. : NO MAX

COST-OF-LIVING YES NO

### OTHER LEAVES YES NO

ALLOWANCE X

EXT. ABSENCE X

FOLD-IN X

EXT. MATERNITY X

### GRAD. DEGREE ALLOW.

ADOPTION X

MASTERS \$ 742

PATERNITY X

DOCTORATE \$ 1007

FED. BUS. X

### CERTIFICATION

NEGOTIATIONS X

WECO 1

### OTHER PROVISIONS YES NO

USSTF 1 6

RETIREMENT GRAT. X

INSTRUCT. PROV. YES NO

SENIORITY X

PTR X

SURPLUS/REDUND X

CLASS SIZE X

GRIEVANCE X

INSTRUCT. LOAD X

MANAGEMENT RIGHTS X

AGREEMENT TERM: 2ND YR. OF 2

NOV. 13/80

# EDUCATION RELATIONS COMMISSION

GERALUTON SEC

1981/1982

BD. NO. 96

## TEACHERS SALARY GRID

SEPT-AUG

YEARS -----	GRP. 1 -----	GRP. 2 -----	GRP. 3 -----	GRP. 4 -----
0	17480	18500	19700	20720
1	18680	19700	21130	21790
2	19690	20720	21960	22750
3	20930	21740	23360	24160
4	21940	22760	24570	25350
5	23150	24000	25960	26730
6	24390	25190	27160	28160
7	25580	26390	28160	29550
8	26730	27640	29380	30770
9	27930	28820	30570	31760
10	29130	30030	31760	32950
11		31340	32950	34190
12			34090	35160
13				36290
14				

DEC. 12/80



# EDUCATION RELATIONS COMMISSION

GERALDTON SEC

1981/1982

BD. NO. 96

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

\$46,680

### VICE-PRINCIPALS SALARIES

\$39,880

\$42,880

3X\$1,000

### EMPLOYEE BENEFITS

OHIP	80 %
GROUP INS.	90 %
EXT. HEALTH	90 %
DRUG PLAN	90 %
DENTAL PLAN	90 %
LTOP	90 %

COST-OF-LIVING	YES	NO
ALLOWANCE		X
FOLD-IN		X

### GRAD. DEGREE ALLOW.

MASTERS \$ 680

DOCTORATE

### CERTIFICATION

WECO 1	
USSTF 1	NOT SPEC

INSTRUCT. PROV.	YES	NO
PTH		X
CLASS SIZE		X
INSTRUCT. LOAD		X

DEC. 12/80

### SABBATICAL LEAVE

MIN. SERVICE	7 YRS
BASIC SALARY	66 %
SUBSEQ. SERV.	3 YEARS
MAXI	# STAFF 1.0

### CUM. SICK LEAVE

MAX. ACC. 1	230 DAYS
-------------	----------

OTHER LEAVES	YES	NO
EXT. ABSENCE		X
EXT. MATERNITY		X
ADOPTION		X
PATERNITY		X
FED. BUS.		X
NEGOTIATIONS		X

OTHER PROVISIONS	YES	NO
RETIREMENT GRAT.		X
SENIORITY		X
SURPLUS/REDUND		X
GRIEVANCE		X
MANAGEMENT RIGHTS		X

AGREEMENT TERM 12ND YR. OF 2

EDUCATION RELATIONS COMMISSION

LAKE SUPERIOR SEC

1981/1982

HD. NO. 111

TEACHERS SALARY GRID

SEPT-AUG

YEARS -----	GRP. 1 -----	GRP. 2 -----	GRP. 3 -----	GRP. 4 -----
0	18570	19405	21065	22020
1	19635	20595	22440	23495
2	20695	21780	23815	24970
3	21765	22970	25190	26440
4	22830	24160	26565	27915
5	23895	25355	27940	29385
6	24960	26545	29315	30860
7	26025	27735	30690	32330
8	27090	28920	32065	33805
9	28155	30110	33440	35275
10	29545	31600	34815	36780
11				
12				
13				
14				

OCT. 16/80

# EDUCATION RELATIONS COMMISSION

LAKE SUPERIOR SEC

1981/1982

BD. NO. 111

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

\$42,300

\$45,000

4X\$675

### VICE-PRINCIPALS SALARIES

\$40,090

\$40,825

INCREMENTS = 2

### DEPT. ALLOWANCES

MAJOR HEAD: \$1,900

MINOR HEAD: \$1,545

### EMPLOYEE BENEFITS

OHIP 25 %

GROUP INS. 75 %

EXT. HEALTH 75 %

DRUG PLAN NO

DENTAL PLAN 75 %

LTDP 75 %

COST-OF-LIVING YES NO

ALLOWANCE X

FOLD-IN X

### GRAD. DEGREE ALLOW.

MASTERS \$ 845

DOCTORATE \$ 1220

### CERTIFICATION

QECO 1

OSSTF 1 NOT SPEC

INSTRUCT. PROV. YES NO

PTR X

CLASS SIZE X

INSTRUCT. LOAD X

### SABBATICAL LEAVE

MIN. SERVICE

BASIC SALARY

SUBSEQ. SERV.

MAX:

### CUM. SICK LEAVE

MAX. ACC. 1 225 DAYS

OTHER LEAVES YES NO

EXT. ABSENCE X

EXT. MATERNITY X

ADOPTION X

PATERNITY X

FED. BUS. X

NEGOTIATIONS X

OTHER PROVISIONS YES NO

RETIREMENT GRAT. X

SENIORITY X

SURPLUS/REDUND X

GRIEVANCE X

MANAGEMENT RIGHTS X

AGREEMENT TERM: 2ND YR. OF 2

OCT. 16/80

## EDUCATION RELATIONS COMMISSION

MUSKOKA SEC

1981/1982

ED. NO. 121

## TEACHERS SALARY GRID

SEPT-JAN

YEARS

GRP. 1

GRP. 2

GRP. 3

GRP. 4

YEARS	GRP. 1	GRP. 2	GRP. 3	GRP. 4
0	17053	17171	18541	19418
1	18267	18397	19768	20644
2	19481	19623	20994	21870
3	20695	20848	22220	23096
4	21909	22074	23446	24322
5	23124	23300	24672	25547
6	24337	24526	25897	26774
7	25552	25754	27123	28000
8	26766	26979	28350	29226
9	27980	28205	29576	30452
10	29193	29431	30802	31677
11		30657	32028	32903
12			33254	34129
13				35355
14				

FEB-AUG

YEARS

GRP. 1

GRP. 2

GRP. 3

GRP. 4

YEARS	GRP. 1	GRP. 2	GRP. 3	GRP. 4
0	17394	17514	18912	19806
1	18632	18765	20163	21057
2	19871	20015	21414	22307
3	21109	21265	22664	23558
4	22347	22515	23915	24808
5	23586	23766	25165	26058
6	24824	25017	26415	27309
7	26063	26269	27665	28560
8	27301	27519	28917	29811
9	28540	28769	30168	31061
10	29777	30020	31418	32311
11		31270	32669	33561
12			33919	34812
13				36062
14				

DEC. 12/80

# EDUCATION RELATIONS COMMISSION

MUSKOKA SEC

1981/1982

BD. NO. 121

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

\$41,313  
\$47,253  
5X\$1,188

### VICE-PRINCIPALS SALARIES

TEACHER GRID + \$6,420

### EMPLOYEE BENEFITS

OHIP 60 %  
GROUP INS. FLT \$ AMT/GRP.  
EXT. HEALTH 100 %  
DRUG PLAN NO  
DENTAL PLAN 50 %  
LTDP FLT \$ AMT/GRP.

COST-OF-LIVING YES NO  
--- --

ALLOWANCE X  
FOLD-IN X

### GRAD. DEGREE ALLOW.

MASTERS \$ 840  
DOCTORATE \$ 840

### CERTIFICATION

QECO 1  
OSSTF 1 6

INSTRUCT. PROV. YES NO  
--- --

PTR X  
CLASS SIZE X  
INSTRUCT. LOAD X

### SABBATICAL LEAVE

MIN. SERVICE 7 YRS  
BASIC SALARY 70 %  
SUBSEQ. SERV. 3 YEARS  
MAXI # STAFF 2.0

### CUM. SICK LEAVE

MAX. ACC. 1 200 DAYS

OTHER LEAVES YES NO  
--- --

EXT. ABSENCE X  
EXT. MATERNITY X  
ADOPTION X  
PATERNITY X  
FED. BUS. X  
NEGOTIATIONS X

OTHER PROVISIONS YES NO  
--- --

RETIREMENT GRAT. X  
SENIORITY X  
SURPLUS/REDUND X  
GRIEVANCE X  
MANAGEMENT RIGHTS X

AGREEMENT TERM: 2ND YR. OF 2

JAN. 20/81



## EDUCATION RELATIONS COMMISSION

NIPISSING SEC

1981/1982

BD. NO. 124

## TEACHERS SALARY GRID

SEPT-AUG

<u>YEARS</u>	<u>GRP. 1</u>	<u>GRP. 2</u>	<u>GRP. 3</u>	<u>GRP. 4</u>
0	17347	18009	19797	20657
1	18352	19105	21088	22054
2	19357	20201	22379	23451
3	20362	21297	23670	24848
4	21367	22393	24961	26245
5	22372	23489	26252	27642
6	23377	24585	27543	29039
7	24382	25681	28834	30436
8	25387	26777	30125	31833
9	26392	27873	31416	33230
10	27397	28969	32707	34627
11	28402	30065	33998	36024
12				
13				
14				

OCT. 31/80

# EDUCATION RELATIONS COMMISSION

NIPISSING SEC

1981/1982

BD. NO. 124

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

\$46,443

\$49,089

3X\$882

### VICE-PRINCIPALS SALARIES

\$41,041

\$43,687

3X\$882

### DEPT. ALLOWANCES

MAJOR HEAD: \$2,977

MINOR HEAD: \$1,950

### EMPLOYEE BENEFITS

OHIP 100 %

GROUP INS. 100 %

EXT. HEALTH 100 %

DRUG PLAN NO

DENTAL PLAN NO

LTDP 100 %

COST-OF-LIVING YES NO

ALLOWANCE X

FOLD-IN X

GRAD. DEGREE ALLOW.

MASTERS \$ 600

DOCTORATE \$ 600

### CERTIFICATION

QECO 1

OSSTF 1 6

INSTRUCT. PROV. YES NO

PTR X

CLASS SIZE X

INSTRUCT. LOAD X

### SABBATICAL LEAVE

MIN.SERVICE 7 YRS

BASIC SALARY 75 %

SUBSEQ. SERV. 3 YEARS

MAX: \$ FUND

### CUM. SICK LEAVE

MAX. ACC. : NO MAX

OTHER LEAVES YES NO

EXT. ABSENCE X

EXT. MATERNITY X

ADOPTION X

PATERNITY X

FED. BUS. X

NEGOTIATIONS X

OTHER PROVISIONS YES NO

RETIREMENT GRAT. X

SENIORITY X

SURPLUS/REDUND X

GRIEVANCE X

MANAGEMENT RIGHTS X

AGREEMENT TERM 12ND YR. OF 2

NOV. 27/80

# EDUCATION RELATIONS COMMISSION

SAULT STE MARIE SEC

1981/1982

BD. NO. 138

## TEACHERS SALARY GRID

SEPT-AUG

YEARS

GRP. 1

GRP. 2

GRP. 3

GRP. 4

-----	-----	-----	-----	-----
0	16600	17255	18825	19820
1	17785	18500	20150	21180
2	18970	19745	21475	22540
3	20155	20990	22800	23900
4	21340	22235	24125	25260
5	22525	23480	25450	26620
6	23710	24725	26775	27980
7	24895	25970	28100	29340
8	26080	27215	29425	30700
9	27265	28460	30750	32060
10	28450	29705	32075	33045
11			33400	34030
12				35310
13				
14				

NOV. 13/80

# EDUCATION RELATIONS COMMISSION

SAULT STE MARIE SEC

1981/1982

BD. NO. 138

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

### VICE-PRINCIPALS SALARIES

\$43,810

\$39,310

\$45,810

\$41,310

2X\$1,000

2X\$1,000

### DEPT. ALLOWANCES

MAJOR HEAD: \$2,790

MINOR HEAD: \$2,110

### EMPLOYEE BENEFITS

### SABBATICAL LEAVE

OHIP 100 %

MIN.SERVICE 7 YRS

GROUP INS. 100 %

BASIC SALARY 50 %

EXT. HEALTH 100 %

SUBSEQ. SERV. 3 YEARS

DRUG PLAN NO

MAX: % STAFF 0.5

DENTAL PLAN 100 %

### CUM. SICK LEAVE

LTDP 0 %

MAX. ACC. 1 270 DAYS

COST-OF-LIVING YES NO

OTHER LEAVES YES NO

ALLOWANCE X

EXT. ABSENCE X

FOLD-IN X

EXT. MATERNITY X

GRAD. DEGREE ALLOW.

ADOPTION X

MASTERS \$ 700

PATERNITY X

DOCTORATE \$ 1000

FED. BUS. X

### CERTIFICATION

OTHER PROVISIONS YES NO

QECO 1

RETIREMENT GRAT. X

OSSTF 1 6

SENIORITY X

INSTRUCT. PROV. YES NO

SURPLUS/REDUND X

PTR X

GRIEVANCE X

CLASS SIZE X

MANAGEMENT RIGHTS X

INSTRUCT. LOAD X

AGREEMENT TERM: 2ND YR. OF 2

NOV. 27/80

## EDUCATION RELATIONS COMMISSION

SCARBOROUGH SEC

1981/1982

BD. NO. 139

## TEACHERS SALARY GRID

SEPT-AUG

YEARS -----	GRP. 1 -----	GRP. 2 -----	GRP. 3 -----	GRP. 4 -----
0	17124	17948	19760	20583
1	18359	19231	21258	22198
2	19595	20516	22757	23808
3	20829	21801	24254	25424
4	22064	23083	25752	27038
5	23298	24372	27251	28651
6	24534	25656	28749	30264
7	25770	26938	30248	31879
8	27005	28224	31744	33491
9	28239	29508	33245	35106
10	29475	30791	34745	36720
11				
12				
13				
14				

OCT. 16/80



# EDUCATION RELATIONS COMMISSION

SCARBOROUGH SEC

1981/1982

BD. NO. 139

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

\$45,813

\$49,388

3 INCREMENTS

### VICE-PRINCIPALS SALARIES

\$39,700

\$43,279

3 INCREMENTS

### DEPT. ALLOWANCES

MAJOR HEAD: \$2,731

ASST. HEAD: \$1,336

### EMPLOYEE BENEFITS

OHIP 75 %

GROUP INS. 100 %

EXT. HEALTH 100 %

DRUG PLAN NO

DENTAL PLAN 75 %

LTDP NO

COST-OF-LIVING YES NO

ALLOWANCE X

FOLD-IN X

### GRAD. DEGREE ALLOW.

MASTERS \$ 742

DOCTORATE \$ 1007

### CERTIFICATION

QECO :

USSTF : 6

INSTRUCT. PROV. YES NO

PTR X

CLASS SIZE X

INSTRUCT. LOAD X

### SABBATICAL LEAVE

MIN. SERVICE 6 YRS

BASIC SALARY 80 %

SUBSEQ. SERV. 2X LEAVE

MAX: 80 DISC.

### CUM. SICK LEAVE

MAX. ACC. : NO MAX

OTHER LEAVES YES NO

EXT. ABSENCE X

EXT. MATERNITY X

ADOPTION X

PATERNITY X

FED. BUS. X

NEGOTIATIONS X

OTHER PROVISIONS YES NO

RETIREMENT GRAT. X

SENIORITY X

SURPLUS/REDUND X

GRIEVANCE X

MANAGEMENT RIGHTS X

AGREEMENT TERM 2ND YR. OF 2

NOV. 13/80

**RCSS**

---

**155-202**

---

**Séparées**



# EDUCATION RELATIONS COMMISSION

LONDON-MIDDLESEX CTY RCSS

1981/1982

BD. NO. 181

## TEACHERS SALARY GRID

SEPT-AUG

YEARS -----	CAT.D -----	CAT.C -----	CAT.B -----	CAT.A1 -----	CAT.A2 -----	CAT.A3 -----	CAT.A4 -----
0	14025	14989	16227	15400	16088	17740	18702
1	14025	14989	16227	16227	17052	18839	19940
2	14025	14989	16227	17328	18152	20214	21313
3	14714	15815	17328	18455	19390	21589	22829
4	15537	16639	18290	19664	20765	22966	24340
5	16650	17463	19390	20902	22002	24478	25854
6	17463	18289	20488	22139	23239	25854	27364
7	18152	19115	21453	23377	24478	27365	28748
8	18839	19940	22414	24478	25714	28740	30528
9		20765	23653	25714	26952	30116	32040
10			23791	26127	28740	32316	34377
11							
12							
13							
14							

OCT. 02/80

# EDUCATION RELATIONS COMMISSION

LONDON-MIDDLESEX CTY RCSS

1981/1982

BD. NO. 181

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

TEACHER GRID + \$6,622

### VICE-PRINCIPALS SALARIES

TEACHER GRID + \$2,980

### EMPLOYEE BENEFITS

OHIP	85 %
GROUP INS.	85 %
EXT. HEALTH	85 %
DRUG PLAN	NO
DENTAL PLAN	85 %
LTDP	85 %

<u>COST-OF-LIVING</u>	<u>YES</u>	<u>NO</u>
ALLOWANCE	X	
FOLD-IN		X

### GRAD. DEGREE ALLOW.

MASTERS  
DOCTORATE

### CERTIFICATION

QECO : 3

OSSTF :

<u>INSTRUCT. PROV.</u>	<u>YES</u>	<u>NO</u>
PTR	X	
CLASS SIZE		X
INSTRUCT. LOAD		X

OCT. 16/80

### SABBATICAL LEAVE

MIN.SERVICE  
BASIC SALARY  
SUBSEQ. SERV.  
MAX:

### CUM. SICK LEAVE

MAX. ACC. : 200 DAYS

<u>OTHER LEAVES</u>	<u>YES</u>	<u>NO</u>
EXT. ABSENCE		X
EXT. MATERNITY	X	
ADOPTION	X	
PATERNITY	X	
FED. BUS.		X
NEGOTIATIONS	X	

<u>OTHER PROVISIONS</u>	<u>YES</u>	<u>NO</u>
RETIREMENT GRAT.	X	
SENIORITY	X	
SURPLUS/REDUND	X	
GRIEVANCE	X	
MANAGEMENT RIGHTS	X	

AGREEMENT TERM: 2ND YR. OF 2



## EDUCATION RELATIONS COMMISSION

TIMMINS DISTRICT RCSS

1981/1982

BD. NO. 197

## TEACHERS SALARY GRID

SEPT-AUG

<u>YEARS</u>	<u>CAT.D</u>	<u>CAT.C</u>	<u>CAT.B</u>	<u>CAT.A1</u>	<u>CAT.A2</u>	<u>CAT.A3</u>	<u>CAT.A4</u>
0	13731	14275	15593	17395	18061	19484	20394
1	14344	14919	16394	18389	19091	20619	21596
2	14957	15563	17195	19383	20121	21754	22798
3	15570	16207	17996	20377	21151	22889	24000
4	16183	16851	18797	21371	22181	24024	25202
5	16796	17495	19598	22365	23211	25159	26404
6	17409	18139	20399	23359	24241	26294	27606
7	18022	18783	21200	24353	25271	27429	28808
8	18635	19427	22001	25347	26301	28564	30010
9		20071	22802	26341	27331	29699	31212
10		20715	23603	27335	28361	30834	32414
11					29391	31969	33616
12							
13							
14							

SEP. 23/80

# EDUCATION RELATIONS COMMISSION

TIMMINS DISTRICT RCSS

1981/1982

BD. NO. 197

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

<u>TEACHERS</u>	<u>TEACHER GRID +</u>
UP TO 7	\$5,251
THEREAFTER	\$186/TEACHER

### VICE-PRINCIPALS SALARIES

<u>TEACHERS</u>	<u>TEACHER GRID +</u>
UP TO 7	\$2,625.50
THEREAFTER	\$93/TEACHER

### EMPLOYEE BENEFITS

OHIP	85 %
GROUP INS.	85 %
EXT. HEALTH	85 %
DENTAL PLAN	NO
DENTAL PLAN	85 %
LTD	0 %

### COST-OF-LIVING YES NO

ALLOWANCE	X
FOLD-IN	X

### GRAD. DEGREE ALLOW.

MASTERS  
DOCTORATE

### CERTIFICATION

WECU : 3  
USSTF :

### INSTRUCT. PROV. YES NO

PTR	X
CLASS SIZE	X
INSTRUCT. LOAD	X

SEP. 23/80

### SABBATICAL LEAVE

MIN. SERVICE	6 YRS
BASIC SALARY	80 %
SUBSEQ. SERV.	3 YEARS
MAX:	80 DISC.

### CUM. SICK LEAVE

MAX. ACC. : 300 DAYS

### OTHER LEAVES YES NO

EXT. ABSENCE	X
EXT. MATERNITY	X
ADOPTION	X
PATERNITY	X
FED. BUS.	X
NEGOTIATIONS	X

### OTHER PROVISIONS YES NO

RETIREMENT GRAT.	X
SENIORITY	X
SURPLUS/REDUND	X
GRIEVANCE	X
MANAGEMENT RIGHTS	X

AGREEMENT TERM: 2ND YR. OF 2

**Other**

**203-276**

**Autres**











ISSN 0226-8051

1981-82 INDIVIDUAL SUMMARIES - 4TH UPDATE

---

1981-82 RESUME INDIVIDUELS - 4<sup>E</sup> MISE A JOUR

The enclosed #19 and #96 should replace those versions issued originally.

Les versions n<sup>o</sup>19 et n<sup>o</sup>96 cejointes doivent remplacer celles qui ont été envoyées initialement.

1981 11 00



## EDUCATION RELATIONS COMMISSION

BRUCE CTY ELEM

1981/1982

BD. NO. 3

## TEACHERS SALARY GRID

SEPT-AUG

<u>YEARS</u>	<u>CAT.D</u>	<u>CAT.C</u>	<u>CAT.B</u>	<u>CAT.A1</u>	<u>CAT.A2</u>	<u>CAT.A3</u>	<u>CAT.A4</u>
0	13009	14268	15247	16389	16984	18585	19607
1	13849	15109	16087	17274	18006	19911	21070
2	14688	15947	16925	18295	19317	21222	22534
3	15667	16786	17766	19607	20490	22534	23997
4	16646	17625	18605	20780	21803	23997	25462
5	17766	18464	19443	21954	23128	25462	26925
6		19443	20283	23128	24301	26786	28388
7		20423	21123	24301	25613	28098	29853
8		21542	22103	25462	26786	29562	31315
9			23081	26635	28098	31026	32779
10			24059	27810	29424	32350	34242
11			25178	28388	30003	33663	35858
12							
13							
14							

AUG. 19/81

# EDUCATION RELATIONS COMMISSION

BRUCE CTY ELEM

1981/1982

BD. NO. 3

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

OCCUPIED CLASSROOMS    TEACHER GRID +  
 1 - 7                    \$455/CLASSROOM  
 8+                      \$3,960 + \$360/  
                             CLASSROOM

### VICE-PRINCIPALS SALARIES

TEACHER GRID + \$220 + \$185/  
 OCCUPIED CLASSROOM

### SPECIAL ED. ALLOWANCES

ELEM. CERT. - \$400

INTER CERT. - \$500

SPEC. CERT. - \$600

### EMPLOYEE BENEFITS

OHIP                      85 %  
 GROUP INS.              85 %  
 EXT. HEALTH            85 %  
 DRUG PLAN              NO  
 DENTAL PLAN            50 %  
 LTDP                     85 %

COST-OF-LIVING    YES NO  
                            --- --  
 ALLOWANCE                    X  
 FOLD-IN                      X

### GRAD. DEGREE ALLOW.

MASTERS \$ 660  
 DOCTORATE \$ 1100

### CERTIFICATION

QECO 1                    2  
 OSSTF 1

INSTRUCT. PROV.    YES NO  
                            --- --

PTR                        X  
 CLASS SIZE                X  
 INSTRUCT. LOAD            X

### SABBATICAL LEAVE

MIN. SERVICE            5 YRS  
 BASIC SALARY            75 %  
 SUBSEQ. SERV.          3 YEARS  
 MAX:                      BD DISC.

### CUM. SICK LEAVE

MAX. ACC. 1            220 DAYS

OTHER LEAVES            YES NO  
                            --- --

EXT. ABSENCE              X  
 EXT. MATERNITY            X  
 ADOPTION                    X  
 PATERNITY                    X  
 FED. BUS.                    X  
 NEGOTIATIONS              X

OTHER PROVISIONS    YES NO  
                            --- --

RETIREMENT GRAT.        X  
 SENIORITY                    X  
 SURPLUS/REDUND            X  
 GRIEVANCE                    X  
 MANAGEMENT RIGHTS        X

AGREEMENT TERM: 1ST YR. OF 2

SEP. 02/81



## EDUCATION RELATIONS COMMISSION

ELGIN CTY ELEM

1981/1982

BD. NO. 13

## TEACHERS SALARY GRID

SEPT-AUG

<u>YEARS</u>	<u>CAT.D</u>	<u>CAT.C</u>	<u>CAT.B</u>	<u>CAT.A1</u>	<u>CAT.A2</u>	<u>CAT.A3</u>	<u>CAT.A4</u>
0	12230	12884	13529	15018	15656	16811	17447
1	13177	13994	14836	16218	16856	18223	18912
2	14113	15104	16143	17418	18056	19635	20379
3	15050	16214	17449	18618	19255	21048	21844
4	15986	17323	18756	19818	20455	22460	23309
5	16923	18433	20064	21018	21655	23874	24775
6	17859	19543	21370	22217	22855	25286	26241
7	18796	20653	23379	23417	24055	26698	27706
8	19756	21787	24013	24617	25255	28111	29171
9				25817	26454	29524	30637
10				27017	27654	30937	32103
11				28216	28854	32349	33568
12				29600	30200	34430	36000
13							
14							

AUG. 19/81

# EDUCATION RELATIONS COMMISSION

ELGIN CTY ELEM

1981/1982

BD. NO. 13

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

\$40,000

\$42,000

### VICE-PRINCIPALS SALARIES

TEACHER GRID + \$3,100

### EMPLOYEE BENEFITS

OHIP 75 %

GROUP INS. 75 %

EXT. HEALTH NO

DRUG PLAN NO

DENTAL PLAN NO

LTDP\* 75 %

COST-OF-LIVING YES NO

ALLOWANCE X

FOLD-IN X

GRAD. DEGREE ALLOW.

MASTERS \$ 500

DOCTORATE

CERTIFICATION

QECO 1 3

OSSTF 1

INSTRUCT. PROV. YES NO

PTR X

CLASS SIZE X

INSTRUCT. LOAD X

SEP. 17/81

### SABBATICAL LEAVE

MIN. SERVICE

BASIC SALARY

SUBSEQ. SERV.

MAXI

CUM. SICK LEAVE

MAX. ACC. 1 220 DAYS

OTHER LEAVES YES NO

EXT. ABSENCE X

EXT. MATERNITY X

ADOPTION X

PATERNITY X

FED. BUS. X

NEGOTIATIONS X

OTHER PROVISIONS YES NO

RETIREMENT GRAT. X

SENIORITY X

SURPLUS/REDUND X

GRIEVANCE X

MANAGEMENT RIGHTS X

AGREEMENT TERM 1 YR.

\*NO SUBSIDIZATION IS PROVIDED  
FOR TEACHERS COMMENCING EMPLOYMENT  
PRIOR TO 1979 01 04.

## EDUCATION RELATIONS COMMISSION

GERALDTON ELEM

1981/1982

RD. NO. 19

## TEACHERS SALARY GRID

SEPT-AUG

YEARS	CAT.D	CAT.C	CAT.B	CAT.A1	CAT.A2	CAT.A3	CAT.A4
0	13920	14940	14120	17480	18500	19700	20720
1	13920	14940	15130	18680	19700	21130	21790
2	13920	14940	16150	19690	20720	21960	22750
3	14940	15930	17140	20930	21740	23370	24160
4	15930	16910	18120	21940	22760	24570	25350
5	16910	17920	19120	23150	24000	25960	26730
6	17920	18940	20130	24390	25190	27160	28160
7	18530	19960	21140	25580	26390	28160	29550
8		20930	22130	26730	27640	29380	30770
9		21950	23130	27930	28820	30570	31760
10				29130	30030	31760	32950
11					31340	32950	34190
12						34090	35160
13							36290
14							

OCT. 01/81

# EDUCATION RELATIONS COMMISSION

GERALDTON ELEM

1981/1982

BD. NO. 19

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

SUPERVISED TEACHERS	TEACHER GRID +
FIRST 5	\$425/TEACHER
NEXT 10	\$290/TEACHER
REMAINING	\$160/TEACHER

### VICE-PRINCIPALS SALARIES

TEACHER GRID + \$1,200

### EMPLOYEE BENEFITS

OHIP	80 %
GROUP INS.	100 %
EXT. HEALTH	100 %
DRUG PLAN	100 %
DENTAL PLAN	100 %
LTDP	100 %

### COST-OF-LIVING YES NO

ALLOWANCE	X
FOLD-IN	X

### GRAD. DEGREE ALLOW.

MASTERS \$ 625
DOCTORATE

### CERTIFICATION

QECO :	2
OSSTF :	

### INSTRUCT. PROV. YES NO

PTR	X
CLASS SIZE	X
INSTRUCT. LOAD	X

OCT. 30/80

### SABBATICAL LEAVE

MIN. SERVICE	7 YRS
BASIC SALARY	66 %
SUBSEQ. SERV.	3 YEARS
MAX:	# STAFF 1.0

### CUM. SICK LEAVE

MAX. ACC. :	230 DAYS
-------------	----------

### OTHER LEAVES YES NO

EXT. ABSENCE	X
EXT. MATERNITY	X
ADOPTION	X
PATERNITY	X
FED. BUS.	X
NEGOTIATIONS	X

### OTHER PROVISIONS YES NO

RETIREMENT GRAT.	X
SENIORITY	X
SURPLUS/REDUND	X
GRIEVANCE	X
MANAGEMENT RIGHTS	X

AGREEMENT TERM: 2ND YR. OF 2

# EDUCATION RELATIONS COMMISSION

HEARST ELEM

1981/1982

BD, NO. 26

## TEACHERS SALARY GRID

SEPT-AUG

YEARS -----	CAT.D -----	CAT.C -----	CAT.B -----	CAT.A1 -----	CAT.A2 -----	CAT.A3 -----	CAT.A4 -----
0		14960	15570	18050	18550	19445	20325
1		15610	16270	18910	19530	20600	21620
2		16260	16970	19770	20510	21755	22915
3		16910	17670	20630	21490	22910	24210
4		17560	18370	21490	22470	24065	25505
5		18210	19070	22350	23450	25220	26800
6		18860	19770	23210	24430	26375	28095
7		19510	20470	24070	25410	27530	29390
8		20160	21170	24930	26390	28685	30685
9		20810	21870	25790	27370	29840	31980
10		21460	22570	26650	28350	30995	33275
11			23270	27510	29330	32150	34570
12						33305	35865
13							
14							

FEB. 17/81



# EDUCATION RELATIONS COMMISSION

HEARST ELEM

1981/1982

BD. NO. 26

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

\$39,451

\$40,481

1X\$1,030

### VICE-PRINCIPALS SALARIES

TEACHER GRID + \$2,300 (3X\$300)

### EMPLOYEE BENEFITS

OHIP 100 %

GROUP INS. 100 %

EXT. HEALTH NO

DRUG PLAN 100 %

DENTAL PLAN 100 %

LTDP 75 %

COST-OF-LIVING YES NO

ALLOWANCE X

FOLD-IN X

GRAD. DEGREE ALLOW.

MASTERS

DOCTORATE

CERTIFICATION

QECO 1 2

OSSTF 1

INSTRUCT. PROV. YES NO

PTR X

CLASS SIZE X

INSTRUCT. LOAD X

OCT. 01/81

### SABBATICAL LEAVE

MIN. SERVICE

BASIC SALARY

SUBSEQ. SERV.

MAXI

CUM. SICK LEAVE

MAX. ACC. 1 200 DAYS

OTHER LEAVES YES NO

EXT. ABSENCE X

EXT. MATERNITY X

ADOPTION X

PATERNITY X

FED. BUS. X

NEGOTIATIONS X

OTHER PROVISIONS YES NO

RETIREMENT GRAT. X

SENIORITY X

SURPLUS/REDUND X

GRIEVANCE X

MANAGEMENT RIGHTS X

AGREEMENT TERM: 2ND YR. OF 2

## EDUCATION RELATIONS COMMISSION

STORMONT, DUNDAS &amp; GLEN, ELEM 1981/1982

BD. NO. 64

## TEACHERS SALARY GRID

SEPT-AUG

YEARS -----	CAT.D -----	CAT.C -----	CAT.B -----	CAT.A1 -----	CAT.A2 -----	CAT.A3 -----	CAT.A4 -----
0	12315	13115	14265	17120	17595	18895	19690
1	13215	14005	15370	18090	18660	20160	21115
2	14115	14895	16475	19060	19785	21425	22540
3	15085	15865	17580	20030	20910	22690	23965
4	16055	16835	18685	21000	22035	23955	25390
5	17025	17805	19790	21970	23160	25410	26815
6		18775	20895	22940	24285	26865	28240
7		19745	22000	24065	25410	28320	29665
8		20760	23105	25190	26535	29775	31090
9			24210	26485	27830	31400	32715
10				27780	29125	33025	34340
11				29075	30420	34650	35965
12							
13							
14							

OCT. 01/81

# EDUCATION RELATIONS COMMISSION

STORMONT, DUNDAS & GLEN, ELEM 1981/1982

BD. NO. 64

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

TEACHER GRID + \$2,664 + 427/TEACHER

MAXIMUM ALLOWANCE = \$9,496

### VICE-PRINCIPALS SALARIES

TEACHER GRID + \$4,104

### SPECIAL ED. ALLOWANCES

ELEM. CERT. - \$445

INTER CERT. - \$555

SPEC. CERT. - \$665

### EMPLOYEE BENEFITS

OHIP 85 %

GROUP INS. 50 %

EXT. HEALTH 85 %

DRUG PLAN NO

DENTAL PLAN 85 %

LTDP 0 %

COST-OF-LIVING YES NO

ALLOWANCE X

FOLD-IN X

GRAD. DEGREE ALLOW.

MASTERS \$ 445

DOCTORATE \$ 555

CERTIFICATION

QECO 1 3

OSSTF 1

INSTRUCT. PROV. YES NO

PTR X

CLASS SIZE X

INSTRUCT. LOAD X

OCT. 15/81

### SABBATICAL LEAVE

MIN. SERVICE 7 YRS

BASIC SALARY 75 %

SUBSEQ. SERV. 3 YEARS

MAXI \$ FUND

CUM. SICK LEAVE

MAX. ACC. 1 260 DAYS

OTHER LEAVES YES NO

EXT. ABSENCE X

EXT. MATERNITY X

ADOPTION X

PATERNITY X

FED. BUS. X

NEGOTIATIONS X

OTHER PROVISIONS YES NO

RETIREMENT GRAT. X

SENIORITY X

SURPLUS/REDUND X

GRIEVANCE X

MANAGEMENT RIGHTS X

AGREEMENT TERM 11 YR.

## EDUCATION RELATIONS COMMISSION

TIMISKAMING ELEM

1981/1982

BD. NO. 66

## TEACHERS SALARY GRID

## SEPT-JAN

YEARS -----	CAT.D -----	CAT.C -----	CAT.B -----	CAT.A1 -----	CAT.A2 -----	CAT.A3 -----	CAT.A4 -----
0	13500	14400	15600	17700	18400	20050	21000
1	14150	15050	16350	18700	19450	21150	22200
2	14800	15800	17100	19750	20500	22250	23400
3	15450	16550	17900	20800	21600	23400	24650
4	16150	17350	18800	21850	22700	24550	25900
5	16850	18150	19700	22950	23800	25700	27150
6	17650	18950	20600	24050	24850	26850	28400
7	18500	19800	21500	25150	26100	28000	29700
8		20650	22400	26250	27300	29250	31000
9		21500	23300	27400	28600	30550	32500
10			24300	28600	30100	31850	34000
11						33450	35700
12							
13							
14							

## FEB-AUG

YEARS -----	CAT.D -----	CAT.C -----	CAT.B -----	CAT.A1 -----	CAT.A2 -----	CAT.A3 -----	CAT.A4 -----
0	13500	14400	15600	18760	19760	21330	21950
1	14150	15050	16350	19650	20770	22400	23180
2	14800	15800	17100	20660	21780	23340	24410
3	15450	16550	17900	21670	22790	24520	25640
4	16150	17350	18800	22680	23800	25640	26880
5	16850	18150	19700	23680	24800	26760	28220
6	17650	18950	20600	24800	25920	28000	29560
7	18500	19800	21500	25920	27160	29230	30910
8		20650	22400	27040	28390	30460	32250
9		21500	23300	28280	29620	31690	33600
10			24300	30070	31410	32920	34940
11						34720	37010

12 THE AGREEMENT ALSO PROVIDES FOR THE FOLLOWING: A LUMP SUM PAYMENT OF \$150 FOR EACH  
 13 TEACHER AT MAXIMUM IN CATEGORIES D, C AND B ON 1981 09 25; A LUMP SUM PAYMENT OF  
 14 \$200 FOR EACH TEACHER AT MAXIMUM AS OF 1981 08 31 TO BE PAID ON 1981 12 18. TEACHERS  
 REACHING MAXIMUM ON 1981 09 01 ARE GIVEN A PROPORTION OF THE LUMP SUM PAYMENT IN AN  
 INVERSE RELATIONSHIP TO THE INCREMENT RECEIVED.

OCT. 01/81

## EDUCATION RELATIONS COMMISSION

TIMISKAMING ELEM

1981/1982

RD. NO. 66

## COLLECTIVE AGREEMENT SUMMARY

PRINCIPALS SALARIESVICE-PRINCIPALS SALARIESPUPILS      TEACHER GRID +TEACHER GRID + 50% OF HIS/HER  
PRINCIPAL'S ALLOWANCE

LESS THAN 17      \$4,510

175 - 349      \$6,830

350 - 549      \$10,970

550+      \$12,530

PRINCIPALS WITHOUT A DEGREE  
MAY BE SUBJECT TO A \$1,000  
ALLOWANCE DEDUCTION

EMPLOYEE BENEFITSSABBATICAL LEAVE

OHIP      100 %

GROUP INS.      100 %

EXT. HEALTH      100 %

DRUG PLAN      NO

DENTAL PLAN      70 %

LTDP      100 %

COST-OF-LIVING      YES NO

ALLOWANCE      X

FOLD-IN      X

GRAD. DEGREE ALLOW.

MASTERS

DOCTORATE

CERTIFICATION

WECO :      3

OSSTF :

INSTRUCT. PROV.      YES NO

PTR      X

CLASS SIZE      X

INSTRUCT. LOAD      X

MIN.SERVICE      6 YRS

BASIC SALARY      80 %

SUBSEQ. SERV.      3 YEARS

MAX:      # STAFF 1.0

CUM. SICK LEAVE

MAX. ACC. :      240 DAYS

OTHER LEAVES      YES NO

EXT. ABSENCE      X

EXT. MATERNITY      X

ADOPTION      X

PATERNITY      X

FED. BUS.      X

NEGOTIATIONS      X

OTHER PROVISIONS      YES NO

RETIREMENT GRAT.      X

SENIORITY      X

SURPLUS/REDUND      X

GRIEVANCE      X

MANAGEMENT RIGHTS      X

AGREEMENT TERM: 1ST YR. OF 2

OCT. 01/81



EDUCATION RELATIONS COMMISSION

WATERLOO CTY ELEM

1981/1982

BD. NO. 70

TEACHERS SALARY GRID

SEPT-AUG

YEARS -----	CAT.D -----	CAT.C -----	CAT.B -----	CAT.A1 -----	CAT.A2 -----	CAT.A3 -----	CAT.A4 -----
0	14030	14823	15614	17053	17731	19763	20891
1	14827	15645	16556	18240	19050	21196	22466
2	15623	16467	17498	19427	20369	22626	24038
3	16423	17290	18440	20611	21689	24057	25612
4	17220	18112	19379	21800	23010	25489	27183
5	18017	18935	20321	22987	24329	26923	28757
6	18816	19757	21262	24174	25649	28354	30329
7		20581	22203	25361	26970	29787	31905
8		21404	23144	26548	28289	31221	33480
9		22230	24086	27737	29609	32654	35054
10			25026	29078	30928	34087	36639
11							
12							
13							
14							

AUG. 19/81

\$225 LUMP SUM PAYMENT ON OCTOBER 16, 1981

LUMP SUM PAYMENT OF 1 3/4% OF ABOVE GRID ON JUNE 11, 1982

THESE LUMP SUM PAYMENTS APPLY TO PRINCIPALS AND VICE-PRINCIPALS

# EDUCATION RELATIONS COMMISSION

WATERLOO CTY ELEM

1981/1982

BD. NO. 70

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

#### FEWER THAN 15 TEACHERS

\$36,157 - 41,897 (6 INCREMENTS)

15 TEACHERS AND OVER AS WELL AS  
SENIOR AND COMPOSITE SCHOOLS OF  
12 OR MORE TEACHERS

\$40,006 - 44,073 (4 INCREMENTS)

### VICE-PRINCIPALS SALARIES

\$36,157

\$39,650

NO. OF INCREMENTS = 4

PRINCIPALS AND VICE-PRINCIPALS DO NOT RECEIVE POST GRADUATE DEGREE ALLOWANCE.  
THERE IS A DEDUCTION OF \$1,500 FOR EACH CATEGORY LESS THAN A1.

### EMPLOYEE BENEFITS

OHIP 90 %

GROUP INS. 90 %

EXT. HEALTH 90 %

DRUG PLAN NO

DENTAL PLAN 67 %

LTDP 0 %

COST-OF-LIVING YES NO

ALLOWANCE X

FOLD-IN X

#### GRAD. DEGREE ALLOW.

MASTERS \$ 922

DOCTORATE \$ 1220

### CERTIFICATION

QECO 1 3

OSSTF 1

INSTRUCT. PROV. YES NO

PTR X

CLASS SIZE X

INSTRUCT. LOAD X

### SABBATICAL LEAVE

MIN. SERVICE 6 YRS

BASIC SALARY 75 %

SUBSEQ. SERV. 2X LEAVE

MAXI # STAFF 10

### CUM. SICK LEAVE

MAX. ACC. 1 220 DAYS

OTHER LEAVES YES NO

EXT. ABSENCE X

EXT. MATERNITY X

ADOPTION X

PATERNITY X

FED. BUS. X

NEGOTIATIONS X

OTHER PROVISIONS YES NO

RETIREMENT GRAT. X

SENIORITY X

SURPLUS/REDUND X

GRIEVANCE X

MANAGEMENT RIGHTS X

AGREEMENT TERM 1ST YR. OF 2

SEP. 02/81

## EDUCATION RELATIONS COMMISSION

WELLINGTON CTY ELEM

1981/1982

RD. NO. 71

## TEACHERS SALARY GRID

SEPT-AUG

YEARS -----	CAT.D -----	CAT.C -----	CAT.B -----	CAT.A1 -----	CAT.A2 -----	CAT.A3 -----	CAT.A4 -----
0	13153	14204	15389	17942	18357	19462	20565
1	13810	14862	16178	18495	18978	20219	21256
2	14468	15651	17099	19462	20082	21325	22499
3	15257	16441	18020	20496	21187	22499	23741
4	16309	17230	18939	21462	22291	23741	24982
5	17493	18020	19859	22704	23532	25120	26362
6	18480	19071	20913	23946	24775	26430	27880
7		19992	21833	25188	26017	27812	29400
8		20913	23017	26430	27260	29191	30916
9		21833	24069	27674	28640	30571	32435
10			25253	29468	30020	32229	34299
11					31401	34091	36300
12							
13							
14							

SEP. 02/81

## EDUCATION RELATIONS COMMISSION

WELLINGTON CTY ELEM

1981/1982

BD. NO. 71

## COLLECTIVE AGREEMENT SUMMARY

PRINCIPALS SALARIESTEACHERS TEACHER GRID +

4 - 9.9 \$3,097 - 7,899

10 - 19.9 \$3,981 - 8,784

20 + \$4,739 - 9,669

NO. OF INCREMENTS = 8

VICE-PRINCIPALS SALARIES

TEACHER GRID + \$2,465 - 3,475

NO. OF INCREMENTS = 4

EMPLOYEE BENEFITS

OHIP 80 %

GROUP INS. 80 %

EXT. HEALTH 80 %

DRUG PLAN NO

DENTAL PLAN 80 %

LTDP 0 %

COST-OF-LIVING YES NO

ALLOWANCE X

FOLD-IN X

GRAD. DEGREE ALLOW.

MASTERS \$ 1137

DOCTORATE \$ 1137

CERTIFICATION

QECC 1 2

OSSTF 1

INSTRUCT. PROV. YES NO

PTR X

CLASS SIZE X

INSTRUCT. LOAD X

SABBATICAL LEAVE

MIN. SERVICE NOT SPEC

BASIC SALARY 50 %

SUBSEQ. SERV. 3 YEARS

MAXI BD DISC.

CUM. SICK LEAVE

MAX. ACC. 1 200 DAYS

OTHER LEAVES YES NO

EXT. ABSENCE X

EXT. MATERNITY X

ADOPTION X

PATERNITY X

FED. BUS. X

NEGOTIATIONS X

OTHER PROVISIONS YES NO

RETIREMENT GRAT. X

SENIORITY X

SURPLUS/REDUND X

GRIEVANCE X

MANAGEMENT RIGHTS X

AGREEMENT TERM: 1ST YR. OF 2

SEP. 17/81

## EDUCATION RELATIONS COMMISSION

ELGIN CTY SEC

1981/1982

BD. NO. 90

## TEACHERS SALARY GRID

SEPT-AUG

YEARS -----	GRP. 1 -----	GRP. 2 -----	GRP. 3 -----	GRP. 4 -----
0	15200	15700	18000	19500
1	16200	16700	19000	20500
2	17200	17700	20000	21500
3	18200	18700	21000	22500
4	19200	19700	22000	23500
5	20200	20700	23000	24500
6	22400	22900	25100	26600
7	23400	23900	26400	27900
8	24300	24800	27600	29100
9	25100	25600	29100	30600
10	26000	26500	30500	32000
11	27000	27500	32000	33500
12	29600	30200	34500	36000
13				
14				

AUG. 19/81

# EDUCATION RELATIONS COMMISSION

ELGIN CTY SEC

1981/1982

BD, NO. 90

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

\$46,100

\$48,500

3X\$800

### VICE-PRINCIPALS SALARIES

\$40,900

\$43,300

3X\$800

### DEPT. ALLOWANCES

DEPT. HEAD: \$2,200

ASST. HEAD: \$1,500

### EMPLOYEE BENEFITS

OHIP 75 %

GROUP INS. 75 %

EXT. HEALTH NO

DRUG PLAN NO

DENTAL PLAN NO

LTDP FLT \$ AMT/GRP.

COST-OF-LIVING YES NO

ALLOWANCE X

FOLD-IN X

GRAD. DEGREE ALLOW.

MASTERS \$ 500

DOCTORATE \$ 500

### CERTIFICATION

QECO 1

OSSTF 1 6

INSTRUCT. PROV. YES NO

PTR X

CLASS SIZE X

INSTRUCT. LOAD X

### SABBATICAL LEAVE

MIN. SERVICE

BASIC SALARY

SUBSEQ. SERV.

MAXI

CUM. SICK LEAVE

MAX, ACC, 1 220 DAYS

OTHER LEAVES YES NO

EXT. ABSENCE X

EXT. MATERNITY X

ADOPTION X

PATERNITY X

FED. BUS. X

NEGOTIATIONS X

OTHER PROVISIONS YES NO

RETIREMENT GRAT. X

SENIORITY X

SURPLUS/REDUND X

GRIEVANCE X

MANAGEMENT RIGHTS X

AGREEMENT TERM: 1 YR.

SEP. 17/81



## EDUCATION RELATIONS COMMISSION

GERALDTON SEC

1981/1982

BD. NO. 96

## TEACHERS SALARY GRID

SEPT-AUG

<u>YEARS</u> -----	<u>GRP. 1</u> -----	<u>GRP. 2</u> -----	<u>GRP. 3</u> -----	<u>GRP. 4</u> -----
0	17480	18500	19700	20720
1	18680	19700	21130	21790
2	19690	20720	21960	22750
3	20930	21740	23360	24160
4	21940	22760	24570	25350
5	23150	24000	25960	26730
6	24390	25190	27160	28160
7	25580	26390	28160	29550
8	26730	27640	29380	30770
9	27930	28820	30570	31760
10	29130	30030	31760	32950
11		31340	32950	34190
12			34090	35160
13				36290
14				

DEC. 12/80

# EDUCATION RELATIONS COMMISSION

GERALDTON SEC

1981/1982

BD. NO. 96

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

#### 300 OR FEWER STUDENTS

\$42,180 - \$45,180

#### MORE THAN 300 STUDENTS

\$43,680 - \$46,680

INCREMENTS - 3 X \$1,000

### VICE-PRINCIPALS SALARIES

\$39,880

\$42,880

3X\$1,000

### EMPLOYEE BENEFITS

UMIP 80 %

GROUP INS. 90 %

EXT. HEALTH 90 %

DRUG PLAN 90 %

DENTAL PLAN 90 %

LTDP 90 %

COST-OF-LIVING YES NO

ALLOWANCE X

FOLD-IN X

GRAD. DEGREE ALLOW.

MASTERS \$ 680

DOCTORATE

CERTIFICATION

WECO :

OSSTF : NOT SPEC

INSTRUCT. PROV. YES NO

PTR X

CLASS SIZE X

INSTRUCT. LOAD X

DEC. 12/80

### SABBATICAL LEAVE

MIN.SERVICE 7 YRS

BASIC SALARY 66 %

SUBSEQ. SERV. 3 YEARS

MAX: # STAFF 1.0

CUM. SICK LEAVE

MAX. ACC. : 230 DAYS

OTHER LEAVES YES NO

EXT. ABSENCE X

EXT. MATERNITY X

ADOPTION X

PATERNITY X

FED. BUS. X

NEGOTIATIONS X

OTHER PROVISIONS YES NO

RETIREMENT GRAT. X

SENIORITY X

SURPLUS/REDUND X

GRIEVANCE X

MANAGEMENT RIGHTS X

AGREEMENT TERM 12ND YR. OF 2

## EDUCATION RELATIONS COMMISSION

HAMILTON SEC

1981/1982

BD. NO. 101

## TEACHERS SALARY GRID

## SEPT-DEC

YEARS -----	GRP. 1 -----	GRP. 2 -----	GRP. 3 -----	GRP. 4 -----
0	17465	18418	19848	20959
1	18418	19451	21039	22228
2	19370	20484	22228	23499
3	20322	21514	23419	24769
4	21274	22547	24610	26040
5	22228	23577	25801	27310
6	23183	24610	26993	28580
7	24135	25644	28184	29849
8	25088	26674	29374	31119
9	26040	27707	30565	32392
10	26993	28739	31756	33662
11	29214	30961	34933	37315
12				
13				
14				

## JAN-AUG

YEARS -----	GRP. 1 -----	GRP. 2 -----	GRP. 3 -----	GRP. 4 -----
0	17621	18583	20025	21146
1	18583	19625	21227	22426
2	19543	20667	22426	23709
3	20504	21706	23628	24990
4	21464	22748	24829	26273
5	22426	23788	26032	27554
6	23390	24829	27234	28835
7	24350	25872	28435	30116
8	25312	26912	29637	31397
9	26273	27954	30838	32681
10	27234	28996	32040	33962
11	29475	31238	35245	37648
12				
13				
14				

JUL. 29/81

## EDUCATION RELATIONS COMMISSION

HAMILTON SEC

1981/1982

BD. NO. 101

## COLLECTIVE AGREEMENT SUMMARY

PRINCIPALS SALARIESVOCATIONAL SCHOOLS

\$44,262 - 47,376

COMPOSITE SCHOOLS

\$46,189 - 49,728

NUMBER OF INCREMENTS = 2

VICE-PRINCIPALS SALARIES

\$42,269

\$44,285

2X\$1,008

DEPT. ALLOWANCES

MAJOR HEAD: \$2,750

MINOR HEAD: \$1,635

EMPLOYEE BENEFITS

OHIP 100 %

GROUP INS. 100 %

EXT. HEALTH 100 %

DRUG PLAN NO

DENTAL PLAN NO

LTDP NO

COST-OF-LIVING YES NO

ALLOWANCE X

FOLD-IN X

GRAD. DEGREE ALLOW.

MASTERS \$ 600

DOCTORATE \$ 1100

CERTIFICATION

QECO :

OSSTF : 6

INSTRUCT. PROV. YES NO

PTR X

CLASS SIZE X

INSTRUCT. LOAD X

SABBATICAL LEAVE

MIN. SERVICE 10 YRS

BASIC SALARY 75 %

SUBSEQ. SERV. 3 YEARS

MAX: % STAFF 0.5

CUM. SICK LEAVE

MAX. ACC. : 400 DAYS

OTHER LEAVES YES NO

EXT. ABSENCE X

EXT. MATERNITY X

ADOPTION X

PATERNITY X

FED. BUS. X

NEGOTIATIONS X

OTHER PROVISIONS YES NO

RETIREMENT GRAT. X

SENIORITY X

SURPLUS/REDUND X

GRIEVANCE X

MANAGEMENT RIGHTS X

AGREEMENT TERM: 1 YR.

OCT. 01/81

## EDUCATION RELATIONS COMMISSION

HEARST SEC

1981/1982

Hd. NO. 103

## TEACHERS SALARY GRID

SEPT-AUG

YEARS -----	GRP. 1 -----	GRP. 2 -----	GRP. 3 -----	GRP. 4 -----
0	18050	18550	19445	20325
1	18910	19530	20600	21620
2	19770	20510	21755	22915
3	20630	21490	22910	24210
4	21490	22470	24065	25505
5	22350	23450	25220	26800
6	23210	24430	26375	28095
7	24070	25410	27530	29390
8	24930	26390	28685	30685
9	25790	27370	29840	31980
10	26650	28350	30995	33275
11	27510	29330	32150	34570
12			33305	35865
13				
14				

SEP. 02/81

# EDUCATION RELATIONS COMMISSION

HEARST SEC

1981/1982

BD. NO. 103

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

\$44,189  
\$47,279  
3X\$1,030

### VICE-PRINCIPALS SALARIES

\$39,519  
\$42,609  
3X\$1,030

### DEPT. ALLOWANCES

MAJOR HEAD: \$2,450  
MINOR HEAD: \$1,350

### EMPLOYEE BENEFITS

OHIP 100 %  
GROUP INS. 100 %  
EXT. HEALTH NO  
DRUG PLAN 100 %  
DENTAL PLAN 100 %  
LTDP 75 %

### COST-OF-LIVING YES NO

ALLOWANCE X  
FOLD-IN X

### GRAD. DEGREE ALLOW.

MASTERS \$ 500

DOCTORATE

### CERTIFICATION

QECO 1

OSSTF 1 5

### INSTRUCT. PROV. YES NO

PTR X  
CLASS SIZE X  
INSTRUCT. LOAD X

### SABBATICAL LEAVE

MIN. SERVICE  
BASIC SALARY  
SUBSEQ. SERV.  
MAX:

### CUM. SICK LEAVE

MAX. ACC. 1 NOT SPEC

### OTHER LEAVES YES NO

EXT. ABSENCE X  
EXT. MATERNITY X  
ADOPTION X  
PATERNITY X  
FED. BUS. X  
NEGOTIATIONS X

### OTHER PROVISIONS YES NO

RETIREMENT GRAT. X  
SENIORITY X  
SURPLUS/REDUND X  
GRIEVANCE X  
MANAGEMENT RIGHTS X

OCT. 01/81

AGREEMENT TERM: 2ND YR. OF 2



## EDUCATION RELATIONS COMMISSION

NIAGARA SOUTH SEC

1981/1982

BD. NO. 122

## TEACHERS SALARY GRID

SEPT-AUG

YEARS -----	GRP. 1 -----	GRP. 2 -----	GRP. 3 -----	GRP. 4 -----
0	16632	17252	19375	20775
1	17702	18397	20650	22125
2	18772	19542	21925	23475
3	19842	20687	23200	24825
4	20912	21832	24475	26175
5	21982	22977	25750	27525
6	23052	24122	27025	28875
7	24122	25267	28300	30225
8	25192	26412	29575	31575
9	26262	27557	30850	32925
10	27332	28702	32125	34275
11	28402	29847	33400	35625
12	29472	30992	34675	36975
13				
14				

JUL. 29/81

# EDUCATION RELATIONS COMMISSION

NIAGARA SOUTH SEC

1981/1982

BD. NO. 122

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

\$45,035

\$49,435

4X\$1,100

### VICE-PRINCIPALS SALARIES

\$39,850

\$43,630

4X\$945

### DEPT. ALLOWANCES

DEPT. HEAD: \$2,600

MINOR HEAD: \$1,725

### EMPLOYEE BENEFITS

OHIP 100 %

GROUP INS. 100 %

EXT. HEALTH 100 %

DRUG PLAN NO

DENTAL PLAN 100 %

LTD 100 %

COST-OF-LIVING YES NO

ALLOWANCE X

FOLD-IN X

### GRAD. DEGREE ALLOW.

MASTERS \$ 540

DOCTORATE \$ 540

### CERTIFICATION

QECO 1

OSSTF 1 6

INSTRUCT. PROV. YES NO

PTR X

CLASS SIZE X

INSTRUCT. LOAD X

### SABBATICAL LEAVE

MIN. SERVICE 7 YRS

BASIC SALARY 75 %

SUBSEQ. SERV. 2X LEAVE

MAXI \$ FUND

### CUM. SICK LEAVE

MAX. ACC. 1 300 DAYS

OTHER LEAVES YES NO

EXT. ABSENCE X

EXT. MATERNITY X

ADOPTION X

PATERNITY X

FED. BUS. X

NEGOTIATIONS X

OTHER PROVISIONS YES NO

RETIREMENT GRAT. X

SENIORITY X

SURPLUS/REDUND X

GRIEVANCE X

MANAGEMENT RIGHTS X

AGREEMENT TERM 1 YR.

SEP. 02/81

EDUCATION RELATIONS COMMISSION

PETERBOROUGH CTY SEC

1981/1982

BD. NO. 133

TEACHERS SALARY GRID

SEPT-DEC

YEARS -----	GRP. 1 -----	GRP. 2 -----	GRP. 3 -----	GRP. 4 -----
0	16765	17420	18861	19516
1	17551	18141	19843	20565
2	18337	18861	20826	21613
3	19124	19647	21875	22791
4	19909	20630	23054	24100
5	20826	21613	24232	25542
6	21744	22791	25410	27114
7	22660	23969	26720	28686
8	23707	25017	28162	30256
9	24886	26196	29472	31632
10	26065	27506	30781	33072
11	27506	28816	32222	34644
12	28947	30518	34056	36350
13				
14				

JAN-AUG

YEARS -----	GRP. 1 -----	GRP. 2 -----	GRP. 3 -----	GRP. 4 -----
0	17065	17720	19161	19816
1	17851	18441	20143	20865
2	18637	19161	21126	21913
3	19424	19947	22175	23091
4	20209	20930	23354	24400
5	21126	21913	24532	25842
6	22044	23091	25710	27414
7	22960	24269	27020	28986
8	24007	25317	28462	30556
9	25186	26496	29772	31932
10	26365	27806	31081	33372
11	27806	29116	32522	34944
12	29247	30818	34356	36650
13				
14				

OCT. 01/81

# EDUCATION RELATIONS COMMISSION

PETERBOROUGH CTY SEC

1981/1982

BD. NO. 133

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

#### 1 - 300 STUDENTS

##### YEAR

0 \$41,260  
1 \$41,260  
2 \$43,747

#### 300+ STUDENTS

\$46,073 - 49,643 (2 INCREMENTS)

### VICE-PRINCIPALS SALARIES

#### YEAR

0 \$41,260  
1 \$41,260  
2 \$43,747

### DEPT. ALLOWANCES

MAJOR HEAD: \$2,970

MINOR HEAD: \$1,650

### EMPLOYEE BENEFITS

OHIP 85 %  
GROUP INS. 85 %  
EXT. HEALTH 85 %  
DRUG PLAN NO  
DENTAL PLAN 75 %  
LTDP 0 %

#### COST-OF-LIVING YES NO

ALLOWANCE X  
FOLD-IN X

#### GRAD. DEGREE ALLOW.

MASTERS \$ 550  
DOCTORATE \$ 550

### CERTIFICATION

QECC 1  
OSSTF 6

#### INSTRUCT. PROV. YES NO

PTR X  
CLASS SIZE X  
INSTRUCT. LOAD X

### SABBATICAL LEAVE

MIN. SERVICE 5 YRS  
BASIC SALARY 50 %  
SUBSEQ. SERV. 2 YEARS  
MAXI # STAFF 2.0

### CUM. SICK LEAVE

MAX. ACC. 1 200 DAYS

#### OTHER LEAVES YES NO

EXT. ABSENCE X  
EXT. MATERNITY X  
ADOPTION X  
PATERNITY X  
FED. BUS. X  
NEGOTIATIONS X

#### OTHER PROVISIONS YES NO

RETIREMENT GRAT. X  
SENIORITY X  
SURPLUS/REDUND X  
GRIEVANCE X  
MANAGEMENT RIGHTS X

OCT. 15/81

AGREEMENT TERM: 1ST YR. OF 2

## EDUCATION RELATIONS COMMISSION

STORMONT, DUNDAS &amp; GLEN, SEC 1981/1982

BD. NO. 141

## TEACHERS SALARY GRID

SEPT-AUG

YEARS -----	GRP. 1 -----	GRP. 2 -----	GRP. 3 -----	GRP. 4 -----
0	17120	17595	18895	19690
1	18090	18660	20160	21115
2	19060	19785	21425	22540
3	20030	20910	22690	23965
4	21000	22035	23955	25390
5	21970	23160	25410	26815
6	22940	24285	26865	28240
7	24065	25410	28320	29665
8	25190	26535	29775	31090
9	26485	27830	31400	32715
10	27780	29125	33025	34340
11	29075	30420	34650	35965
12				
13				
14				

OCT. 01/81

# EDUCATION RELATIONS COMMISSION

STORMONT, DUNDAS & GLEN, SEC 1981/1982

BD. NO. 141

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

\$46,315

\$49,015

4X\$675

### VICE-PRINCIPALS SALARIES

\$41,850

\$44,530

4X\$670

### DEPT. ALLOWANCES

MAJOR HEAD: \$2,400

MINOR HEAD: \$1,800

### EMPLOYEE BENEFITS

OHIP 85 %

GROUP INS. 0 %

EXT. HEALTH 85 %

DRUG PLAN NO

DENTAL PLAN 85 %

LTDP 0 %

COST-OF-LIVING YES NO

ALLOWANCE X

FOLD-IN X

### GRAD. DEGREE ALLOW.

MASTERS \$ 424

DOCTORATE \$ 530

### CERTIFICATION

QECC 1

OSSTF 6

INSTRUCT. PROV. YES NO

PTR X

CLASS SIZE X

INSTRUCT. LOAD X

### SABBATICAL LEAVE

MIN. SERVICE 5 YRS

BASIC SALARY 75 %

SUBSEQ. SERV. 3 YEARS

MAX: \$ FUND

### CUM. SICK LEAVE

MAX. ACC. 260 DAYS

OTHER LEAVES YES NO

EXT. ABSENCE X

EXT. MATERNITY X

ADOPTION X

PATERNITY X

FED. BUS. X

NEGOTIATIONS X

OTHER PROVISIONS YES NO

RETIREMENT GRAT. X

SENIORITY X

SURPLUS/REDUND X

GRIEVANCE X

MANAGEMENT RIGHTS X

AGREEMENT TERM: 1 YR.

OCT. 15/81



## EDUCATION RELATIONS COMMISSION

TIMISKAMING SEC

1981/1982

BD. NO. 143

## TEACHERS SALARY GRID

## SEPT-DEC

YEARS -----	GRP. 1 -----	GRP. 2 -----	GRP. 3 -----	GRP. 4 -----
0	18060	19160	20830	21550
1	18950	20170	21980	22780
2	19960	21180	22840	24010
3	20970	22190	24020	25240
4	21980	23200	25140	26480
5	22980	24200	26260	27820
6	24100	25220	27500	29160
7	25220	26560	28730	30510
8	26340	27790	29960	31850
9	27580	29020	31190	33200
10	29370	30810	32420	34540
11			34220	36610
12				
13				
14				

## JAN-AUG

YEARS -----	GRP. 1 -----	GRP. 2 -----	GRP. 3 -----	GRP. 4 -----
0	18760	19760	21330	21950
1	19650	20770	22400	23180
2	20660	21780	23340	24410
3	21670	22790	24520	25640
4	22680	23800	25640	26880
5	23680	24800	26760	28220
6	24800	25920	28000	29560
7	25920	27160	29230	30910
8	27040	28390	30460	32250
9	28280	29620	31690	33600
10	30070	31410	32920	34940
11			34720	37010
12				
13				
14				

AUG. 19/81

# EDUCATION RELATIONS COMMISSION

TIMISKAMING SFC

1981/1982

BD. NO. 143

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

\$47,200

\$50,500

3X\$1,100

### VICE-PRINCIPALS SALARIES

\$42,500

\$45,400

NUMBER OF INCREMENTS = 3

### DEPT. ALLOWANCES

DEPT. HEAD: \$2,700

ASST. HEAD: \$

### EMPLOYEE BENEFITS

OHIP 100 %

GROUP INS. 100 %

EXT. HEALTH 100 %

DRUG PLAN NO

DENTAL PLAN 50 %

LTDP 100 %

COST-OF-LIVING YES NO

ALLOWANCE X

FOLD-IN X

### GRAD. DEGREE ALLOW.

MASTERS \$ 800

DOCTORATE \$ 800

### CERTIFICATION

QECO 1

OSSTF 1 6

INSTRUCT. PROV. YES NO

PTR X

CLASS SIZE X

INSTRUCT. LOAD X

OCT. 01/81

### SABBATICAL LEAVE

MIN. SERVICE 6 YRS

BASIC SALARY 80 %

SUBSEQ. SERV. 3 YEARS

MAXI # STAFF 1.0

### CUM. SICK LEAVE

MAX. ACC. 1 240 DAYS

OTHER LEAVES YES NO

EXT. ABSENCE X

EXT. MATERNITY X

ADOPTION X

PATERNITY X

FED. BUS. X

NEGOTIATIONS X

OTHER PROVISIONS YES NO

RETIREMENT GRAT. X

SENIORITY X

SURPLUS/REDUND X

GRIEVANCE X

MANAGEMENT RIGHTS X

AGREEMENT TERM 1ST YR. OF 2

## EDUCATION RELATIONS COMMISSION

WATERLOO CTY SEC

1981/1982

BD. NO. 147

## TEACHERS SALARY GRID

SEPT-AUG

<u>YEARS</u>	<u>GRP. 1</u>	<u>GRP. 2</u>	<u>GRP. 3</u>	<u>GRP. 4</u>
0	17053	17731	19763	20891
1	18240	19050	21196	22466
2	19427	20369	22626	24038
3	20611	21689	24057	25612
4	21800	23010	25489	27183
5	22987	24329	26923	28757
6	24174	25649	28354	30329
7	25361	26970	29787	31905
8	26548	28289	31221	33480
9	27737	29609	32654	35054
10	29078	30928	34087	36639
11				
12				
13				
14				

AUG. 19/81

LUMP SUM PAYMENT OF 1 3/4% OF ABOVE GRID ON JUNE 11, 1982

THE LUMP SUM PAYMENT APPLIES TO PRINCIPALS AND VICE-PRINCIPALS

# EDUCATION RELATIONS COMMISSION

WATERLOO CTY SEC

1981/1982

RD. NO. 147

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

\$45,897

\$49,885

4X\$997

### VICE-PRINCIPALS SALARIES

\$40,006

\$44,073

NO. OF INCREMENTS = 4

### DEPT. ALLOWANCES

MAJOR HEAD: \$3,160

MINOR HEAD: \$1,580

### EMPLOYEE BENEFITS

OHIP 90 %

GROUP INS. 90 %

EXT. HEALTH 90 %

DRUG PLAN NO

DENTAL PLAN 67 %

LTDP 0 %

COST-OF-LIVING YES NO

ALLOWANCE X

FOLD-IN X

### GRAD. DEGREE ALLOW.

MASTERS \$ 922

DOCTORATE \$ 1220

### CERTIFICATION

QECC 1

OSSTF 1 6

INSTRUCT. PROV. YES NO

PTR X

CLASS SIZE X

INSTRUCT. LOAD X

### SABBATICAL LEAVE

MIN. SERVICE 6 YRS

BASIC SALARY 75 %

SUBSEQ. SERV. 2X LEAVE

MAXI # STAFF 10

### CUM. SICK LEAVE

MAX. ACC. 1 220 DAYS

OTHER LEAVES YES NO

EXT. ABSENCE X

EXT. MATERNITY X

ADOPTION X

PATERNITY X

FED. BUS. X

NEGOTIATIONS X

OTHER PROVISIONS YES NO

RETIREMENT GRAT. X

SENIORITY X

SURPLUS/REDUND X

GRIEVANCE X

MANAGEMENT RIGHTS X

AGREEMENT TERM: 1ST YR. OF 2

SEP. 02/81

## EDUCATION RELATIONS COMMISSION

WELLINGTON CTY SEC

1981/1982

BD. NO. 148

## TEACHERS SALARY GRID

SEPT-AUG

YEARS -----	GRP. 1 -----	GRP. 2 -----	GRP. 3 -----	GRP. 4 -----
0	17942	18357	19462	20565
1	18495	18978	20219	21256
2	19462	20082	21325	22499
3	20496	21187	22499	23741
4	21462	22291	23741	24982
5	22704	23532	25120	26362
6	23946	24775	26430	27880
7	25188	26017	27812	29400
8	26430	27260	29191	30916
9	27678	28640	30571	32435
10	29468	30020	32229	34299
11		31401	34091	36300
12				
13				
14				

SEP. 02/81

# EDUCATION RELATIONS COMMISSION

WELLINGTON CTY SEC

1981/1982

BD. NO. 148

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

0 - 500 STUDENTS

\$45,137 - 48,147

OVER 500 STUDENTS

\$45,958 - 49,720

### VICE-PRINCIPALS SALARIES

\$40,350

\$43,634

NO. OF INCREMENTS = 4

### DEPT. ALLOWANCES

MAJOR HEAD: \$2,918

ASST. HEAD: \$1,326

### EMPLOYEE BENEFITS

OHIP 80 %

GROUP INS. 80 %

EXT. HEALTH 80 %

DRUG PLAN NO

DENTAL PLAN 80 %

LTDP 0 %

COST-OF-LIVING YES NO

ALLOWANCE X

FOLD-IN X

GRAD. DEGREE ALLOW.

MASTERS \$ 1116

DOCTORATE \$ 1116

### CERTIFICATION

QECO 1

OSSTF 1 6

INSTRUCT. PROV. YES NO

PTR X

CLASS SIZE X

INSTRUCT. LOAD X

### SABBATICAL LEAVE

MIN. SERVICE NOT SPEC

BASIC SALARY 65 %

SUBSEQ. SERV. 3 YEARS

MAX! 80 DISC.

### CUM. SICK LEAVE

MAX. ACC. 1 250 DAYS

OTHER LEAVES YES NO

EXT. ABSENCE X

EXT. MATERNITY X

ADOPTION X

PATERNITY X

FED. BUS. X

NEGOTIATIONS X

OTHER PROVISIONS YES NO

RETIREMENT GRAT. X

SENIORITY X

SURPLUS/REDUND X

GRIEVANCE X

MANAGEMENT RIGHTS X

SEP. 17/81

AGREEMENT TERM 1ST YR. OF 2



## EDUCATION RELATIONS COMMISSION

BRUCE-GREY CTY RCSS

1981/1982

RD. NO. 156

## TEACHERS SALARY GRID

SEPT-AUG

<u>YEARS</u>	<u>CAT.D</u>	<u>CAT.C</u>	<u>CAT.B</u>	<u>CAT.A1</u>	<u>CAT.A2</u>	<u>CAT.A3</u>	<u>CAT.A4</u>
0	12824	13601	14962	16244	17184	18965	20221
1	13665	14449	15913	17240	18284	20114	21404
2	14506	15297	16864	18236	19384	21263	22587
3	15347	16145	17815	19232	20484	22412	23770
4	16188	16993	18766	20228	21584	23516	24953
5	17029	17841	19717	21224	22684	24710	26136
6	17870	18689	20668	22220	23784	25859	27319
7		19537	21619	23216	24884	27008	28502
8		20385	22570	24212	25984	28157	29685
9		21233	23521	25208	27084	29306	30868
10			24472	26204	28184	30455	32051
11				27200	29284	31604	33234
12				28196	30384	32753	34417
13							
14							

SEP. 02/81

# EDUCATION RELATIONS COMMISSION

BRUCE-GREY CTY RCSS

1981/1982

BD. NO. 156

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

#### K - 8 SCHOOLS

TEACHER GRID + 25% OF OWN CATEGORY  
MAXIMUM

#### SCHOOLS WITH GRADES 9 AND 10

TEACHER GRID + 30% OF OWN CATEGORY  
MAXIMUM

### VICE-PRINCIPALS SALARIES

TEACHER GRID + 14% OF OWN  
CATEGORY MAXIMUM

### EMPLOYEE BENEFITS

OHIP	0 %
GROUP INS.	100 %
EXT. HEALTH	100 %
DRUG PLAN	NO
DENTAL PLAN	100 %
LTDP	100 %

#### COST-OF-LIVING      YES NO

ALLOWANCE	X
FOLD-IN	X

#### GRAD. DEGREE ALLOW.

MASTERS  
DOCTORATE

#### CERTIFICATION

QECO :                      4  
OSSTF :

#### INSTRUCT. PROV.      YES NO

PTR	X
CLASS SIZE	X
INSTRUCT. LOAD	X

### SABBATICAL LEAVE

MIN. SERVICE	5 YRS
BASIC SALARY	75 %
SUBSEQ. SERV.	3 YEARS
MAXI	BD DISC.

#### CUM. SICK LEAVE

MAX. ACC. I	220 DAYS
-------------	----------

#### OTHER LEAVES                      YES NO

EXT. ABSENCE	X
EXT. MATERNITY	X
ADOPTION	X
PATERNITY	X
FED. BUS.	X
NEGOTIATIONS	X

#### OTHER PROVISIONS                      YES NO

RETIREMENT GRAT.	X
SENIORITY	X
SURPLUS/REDUND	X
GRIEVANCE	X
MANAGEMENT RIGHTS	X

AGREEMENT TERM: 2ND YR. OF 2

SEP. 17/81

# EDUCATION RELATIONS COMMISSION

MURKON-PERTH CTY RCSS

1981/1982

BD. NO. 172

## TEACHERS SALARY GRID

### SEPT-DEC

<u>YEARS</u>	<u>CAT.D</u>	<u>CAT.C</u>	<u>CAT.B</u>	<u>CAT.A1</u>	<u>CAT.A2</u>	<u>CAT.A3</u>	<u>CAT.A4</u>
0	12940	13685	14420	15655	16885	18120	19350
1	13685	14455	15315	16610	17905	19200	20490
2	14420	15225	16205	17565	18920	20275	21635
3	15160	15995	17105	18515	19940	21350	22775
4	15895	16770	17995	19480	20955	22435	23910
5	16645	17535	18890	20430	21970	23510	25055
6	17385	18305	19785	21390	22985	24590	26190
7		19080	20675	22345	24010	25665	27335
8		19845	21570	23295	25020	26750	28475
9			22465	24255	26040	27825	29610
10			23355	25205	27055	28905	30755
11				26165	28070	29985	31895
12				27115	29090	31060	33040
13							
14							

### JAN-AUG

<u>YEARS</u>	<u>CAT.D</u>	<u>CAT.C</u>	<u>CAT.B</u>	<u>CAT.A1</u>	<u>CAT.A2</u>	<u>CAT.A3</u>	<u>CAT.A4</u>
0	14055	14865	15660	17000	18335	19675	21015
1	14865	15695	16630	18040	19440	20850	22250
2	15660	16535	17600	19075	20545	22015	23495
3	16465	17370	18575	20105	21650	23185	24730
4	17265	18210	19545	21150	22755	24360	25960
5	18070	19040	20510	22185	23860	25530	27205
6	18875	19880	21485	23225	24960	26705	28440
7		20715	22450	24265	26070	27870	29635
8		21550	23425	25295	27170	29045	30920
9			24395	26340	28275	30215	32155
10			25365	27370	29375	31390	33395
11				28415	30485	32560	34635
12				29445	31590	33725	35875
13							
14							

AUG. 19/81

# EDUCATION RELATIONS COMMISSION

MURON-PERTH CTY RCSS

1981/1982

BD, NO. 172

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES -----

### VICE-PRINCIPALS SALARIES -----

TEACHER GRID X 1.166

### EMPLOYEE BENEFITS -----

OHIP	90 %
GROUP INS.	80 %
EXT. HEALTH	90 %
DRUG PLAN	NO
DENTAL PLAN	90 %
LTDP	0 %

### COST-OF-LIVING YES NO -----

ALLOWANCE	X
FOLD-IN	X

### GRAD. DEGREE ALLOW. -----

MASTERS	
DOCTORATE	

### CERTIFICATION -----

QECO 1	3
OSSTF 1	

### INSTRUCT. PROV. YES NO -----

PTR	X
CLASS SIZE	X
INSTRUCT. LOAD	X

### SABBATICAL LEAVE -----

MIN. SERVICE	5 YRS
BASIC SALARY	75 %
SUBSEQ. SERV.	2 YEARS
MAXI	BD DISC.

### CUM. SICK LEAVE -----

MAX. ACC. 1	220 DAYS
-------------	----------

### OTHER LEAVES YES NO -----

EXT. ABSENCE	X
EXT. MATERNITY	X
ADOPTION	X
PATERNITY	X
FED. BUS.	X
NEGOTIATIONS	X

### OTHER PROVISIONS YES NO -----

RETIREMENT GRAT.	X
SENIORITY	X
SURPLUS/REDUND	X
GRIEVANCE	X
MANAGEMENT RIGHTS	X

SEP. 17/81

AGREEMENT TERM: 1 YR.

## EDUCATION RELATIONS COMMISSION

KENORA DISTRICT RCSS

1981/1982

BD. NO. 174

## TEACHERS SALARY GRID

SEPT-AUG

YEARS -----	CAT.D -----	CAT.C -----	CAT.B -----	CAT.A1 -----	CAT.A2 -----	CAT.A3 -----	CAT.A4 -----
0	12542	14002	15585	18264	18994	20456	21551
1	13272	14732	16194	18994	19724	21246	22342
2	14002	15463	16803	19724	20516	22038	23195
3	14732	16194	17472	20577	21369	22891	24047
4	15585	16925	18202	21429	22221	23804	24960
5	16437	17655	18934	22342	23073	24778	25874
6	17412	18507	19847	23377	24109	25874	26908
7		19238	20638	24352	25022	26909	27821
8		19969	21491	25326	25935	27943	28796
9			22342	26361	26908	28979	29831
10			23317	27396	27883	30074	30865
11					28856	31170	31900
12						32266	32996
13							34092
14							

SEP. 02/81



# EDUCATION RELATIONS COMMISSION

KENORA DISTRICT RCSS

1981/1982

BD. NO. 174

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

-----

STUDENTS      TEACHER GRID +

0 - 150      \$2,900  
151 - 250      \$3,600  
251 - 350      \$4,300  
351+      \$5,000

INCREMENTS - 4X\$300

### VICE-PRINCIPALS SALARIES

-----

TEACHER GRID + \$2,100 (2X\$200)

### EMPLOYEE BENEFITS

-----

OHIP      80 %  
GROUP INS.      100 %  
EXT. HEALTH      100 %  
DRUG PLAN      NO  
DENTAL PLAN      50 %  
LTDP      50 %

COST-OF-LIVING      YES NO

-----      --- --

ALLOWANCE      X  
FOLD-IN      X

GRAD. DEGREE ALLOW.

-----

MASTERS

DOCTORATE

CERTIFICATION

-----

QECO 1      2

OSSTF 1

INSTRUCT. PROV.      YES NO

-----      --- --

PTR      X

CLASS SIZE      X

INSTRUCT. LOAD      X

### SABBATICAL LEAVE

-----

MIN. SERVICE      NOT SPEC  
BASIC SALARY      NOT SPEC  
SUBSEQ. SERV.      NOT SPEC  
MAXI      BD DISC.

CUM. SICK LEAVE

-----

MAX. ACC. 1      200 DAYS

OTHER LEAVES      YES NO

-----      --- --

EXT. ABSENCE      X

EXT. MATERNITY      X

ADOPTION      X

PATERNITY      X

FED. BUS.      X

NEGOTIATIONS      X

OTHER PROVISIONS      YES NO

-----      --- --

RETIREMENT GRAT.      X

SENIORITY      X

SURPLUS/REDUND      X

GRIEVANCE      X

MANAGEMENT RIGHTS      X

AGREEMENT TERM: 1ST YR. OF 2

SEP. 17/81



## EDUCATION RELATIONS COMMISSION

LAMARCTON CTY RCSS

1981/1982

RD. NO. 178

## TEACHERS SALARY GRID

SEPT-AUG

YEARS -----	CAT.D -----	CAT.C -----	CAT.B -----	CAT.A1 -----	CAT.A2 -----	CAT.A3 -----	CAT.A4 -----
0	12843	13824	14570	16886	17426	19267	20491
1	12843	13824	14570	16886	17426	19267	20491
2	15831	16953	17686	20019	20918	22924	24270
3	15831	16953	17686	20019	20918	22924	24270
4	15831	16953	17686	20019	20918	22924	24270
5	18342	19017	19728	22471	23655	25729	27113
6		19017	19728	22471	23655	25729	27113
7		21476	21805	24964	26494	28880	30008
8			21805	24964	26494	28880	30008
9			21805	24964	26494	28880	30008
10			24592	28274	30182	33145	35050
11							
12							
13							
14							

SEP. 17/81

# EDUCATION RELATIONS COMMISSION

LAMPTON CTY RCSS

1981/1982

BD. NO. 178

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

ROOMS     TEACHER GRID +  
1 - 5     \$2,800  
6 - 9     \$2,800 (3X\$400)  
10+     \$4,200 (5X\$400)

### ST. PATRICK'S SCHOOL

TEACHER GRID + \$5,800 (4X\$500)

### VICE-PRINCIPALS SALARIES

TEACHER GRID + \$1,700 (4X\$200)  
ST. PARTICK'S SCHOOL  
TEACHER GRID + \$2,600 (3X\$600)

### EMPLOYEE BENEFITS

OHIP                      80 %  
GROUP INS.              80 %  
EXT. HEALTH            80 %  
DRUG PLAN              NO  
DENTAL PLAN            80 %  
LTDP                     0 %

### COST-OF-LIVING     YES NO

ALLOWANCE                      X  
FOLD-IN                          X

### GRAD. DEGREE ALLOW.

MASTERS  
DOCTORATE

### CERTIFICATION

QECO :                      4  
OSSTF :

### INSTRUCT. PROV.     YES NO

PTR                              X  
CLASS SIZE                      X  
INSTRUCT. LOAD                X

OCT. 15/81

### SABBATICAL LEAVE

MIN. SERVICE  
BASIC SALARY  
SUBSEQ. SERV.  
MAX:

### CUM. SICK LEAVE

MAX. ACC. :                      230 DAYS

### OTHER LEAVES                      YES NO

EXT. ABSENCE                      X  
EXT. MATERNITY                      X  
ADOPTION                              X  
PATERNITY                              X  
FED. BUS.                              X  
NEGOTIATIONS                        X

### OTHER PROVISIONS                YES NO

RETIREMENT GRAT.                      X  
SENIORITY                              X  
SURPLUS/REDUND                      X  
GRIEVANCE                              X  
MANAGEMENT RIGHTS                X

AGREEMENT TERM: 1 YR.

# EDUCATION RELATIONS COMMISSION

LANARK, LEEDS & GREN. CTY RCSS 1981/1982

BD. NO. 179

## TEACHERS SALARY GRID

SEPT-AUG

YEARS -----	CAT.D -----	CAT.C -----	CAT.B -----	CAT.A1 -----	CAT.A2 -----	CAT.A3 -----	CAT.A4 -----
0	12549	13697	14712	16094	17161	19128	20142
1	13410	14478	15650	17069	18222	20279	21351
2	14271	15259	16588	18044	19283	21430	22560
3	15132	16040	17526	19019	20344	22581	23769
4	15993	16821	18464	19994	21405	23732	24978
5	16854	17602	19402	20969	22466	24883	26187
6	17715	18383	20340	21944	23527	26034	27396
7		19164	21278	22919	24588	27185	28605
8		19945	22216	23894	25649	28336	29814
9		20726	23154	24869	26710	29487	31023
10			24092	25844	27771	30638	32232
11				26819	28832	31789	33441
12				27794	29893	32940	34650
13							
14							

SEP. 17/81

# EDUCATION RELATIONS COMMISSION

LANARK, LEEDS & GREN. CTY RCSS 1981/1982

BD. NO. 179

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

CLASSROOMS TEACHER GRID + \$1,247 +  
 FIRST 10 \$524/CLASSROOM  
 THEREAFTER \$312/CLASSROOM

### VICE-PRINCIPALS SALARIES

TEACHER GRID + \$2,294

### EMPLOYEE BENEFITS

OHIP 80 %  
 GROUP INS. 75 %  
 EXT. HEALTH 80 %  
 DRUG PLAN NO  
 DENTAL PLAN 70 %  
 LTDP 0 %

### COST-OF-LIVING YES NO

ALLOWANCE X  
 FOLD-IN X

### GRAD. DEGREE ALLOW.

MASTERS  
 DOCTORATE

### CERTIFICATION

QECO : IN AGREE  
 OSSTF :

### INSTRUCT. PROV. YES NO

PTR X  
 CLASS SIZE X  
 INSTRUCT. LOAD X

OCT. 01/81

### SABBATICAL LEAVE

MIN. SERVICE 7 YRS  
 BASIC SALARY 75 %  
 SUBSEQ. SERV. 2 YEARS  
 MAXI BD DISC.

### CUM. SICK LEAVE

MAX. ACC. 1 220 DAYS

### OTHER LEAVES YES NO

EXT. ABSENCE X  
 EXT. MATERNITY X  
 ADOPTION X  
 PATERNITY X  
 FED. BUS. X  
 NEGOTIATIONS X

### OTHER PROVISIONS YES NO

RETIREMENT GRAT. X  
 SENIORITY X  
 SURPLUS/REDUND X  
 GRIEVANCE X  
 MANAGEMENT RIGHTS X

AGREEMENT TERM: 1 YR.

## EDUCATION RELATIONS COMMISSION

TIMISKAMING DISTRICT RCSS

1981/1982

BD. NO. 196

## TEACHERS SALARY GRID

SEPT-AUG

<u>YEARS</u>	<u>CAT.D</u>	<u>CAT.C</u>	<u>CAT.B</u>	<u>CAT.A1</u>	<u>CAT.A2</u>	<u>CAT.A3</u>	<u>CAT.A4</u>
0	11675	12804	13798	15766	16593	18000	19114
1	12518	13643	14640	16752	17585	19130	20244
2	13360	14486	15488	17737	18574	20256	21376
3	14204	15323	16335	18722	19565	21384	22504
4	15046	16165	17182	19708	20556	22511	23635
5	15888	17005	18032	20693	21547	23769	24898
6	16731	17848	18884	21679	22538	25029	26160
7	17706	18686	19735	22664	23527	26291	27424
8		19527	20851	23651	24518	27551	28687
9		20366	21837	24769	25642	28810	29948
10			22951	25887	26763	29937	31343
11				27004	28151	31199	33005
12							
13							
14							

OCT. 01/81



# EDUCATION RELATIONS COMMISSION

TIMISKAMING DISTRICT RCSS

1981/1982

BD. NO. 196

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

TEACHERS      TEACHER GRID + \$1,749.26 +

UP TO 10      \$300/TEACHER

OVER 10      \$170/TEACHER

### VICE-PRINCIPALS SALARIES

TEACHERS      TEACHER GRID + \$1,254.19 +

UP TO 10      \$150/TEACHER

OVER 10      \$ 85/TEACHER

### EMPLOYEE BENEFITS

OHIP      100 %

GROUP INS.      100 %

EXT. HEALTH      100 %

DRUG PLAN      NO

DENTAL PLAN      NO

LTDP      0 %

COST-OF-LIVING      YES NO

ALLOWANCE      X

FOLD-IN      X

GRAD. DEGREE ALLOW.

MASTERS

DOCTORATE

CERTIFICATION

QECO :      3

OSSTF :

INSTRUCT. PROV.      YES NO

PTR      X

CLASS SIZE      X

INSTRUCT. LOAD      X

OCT. 01/81

### SABBATICAL LEAVE

MIN.SERVICE      7 YRS

BASIC SALARY      75 %

SUBSEQ. SERV.      3 YEARS

MAX:      # STAFF 1.0

CUM. SICK LEAVE

MAX. ACC. :      220 DAYS

OTHER LEAVES      YES NO

EXT. ABSENCE      X

EXT. MATERNITY      X

ADOPTION      X

PATERNITY      X

FED. BUS.      X

NEGOTIATIONS      X

OTHER PROVISIONS      YES NO

RETIREMENT GRAT.      X

SENIORITY      X

SURPLUS/REDUND      X

GRIEVANCE      X

MANAGEMENT RIGHTS      X

AGREEMENT TERM: 1ST YR. OF 2



## EDUCATION RELATIONS COMMISSION

PINARD (HYDRO) ELEM

1981/1982

BD. NO. 227

## TEACHERS SALARY GRID

SEPT-AUG

<u>YEARS</u>	<u>CAT.D</u>	<u>CAT.C</u>	<u>CAT.B</u>	<u>CAT.A1</u>	<u>CAT.A2</u>	<u>CAT.A3</u>	<u>CAT.A4</u>
0	12015	13352	14154	16155	17290	19359	19922
1	12951	14288	15115	17289	18424	20559	21191
2	13887	15224	16076	18423	19558	21759	22460
3	14823	16160	17037	19557	20692	22959	23729
4	15759	17096	17998	20691	21826	24159	24998
5	16695	18032	18959	21825	22960	25359	26267
6	17631	18968	19920	22959	24094	26559	27536
7		19904	20881	24093	25228	27759	28805
8		20840	21842	25227	26362	28959	30074
9			22803	26361	27496	30159	31343
10			23764	27495	28630	31359	32612
11					29764	32559	33881
12							35150
13							
14							

JUN. 22/81

# EDUCATION RELATIONS COMMISSION

PINARD (HYDRO) ELEM

1981/1982

BD. NO. 227

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

### VICE-PRINCIPALS SALARIES

TEACHER GRID + \$3,000

### SPECIAL ED. ALLOWANCES

ELEM. CERT. - \$350

INTER CERT. - \$450

SPEC. CERT. - \$550

### EMPLOYEE BENEFITS

OHIP 100 %

GROUP INS. 100 %

EXT. HEALTH 100 %

DRUG PLAN NO

DENTAL PLAN 100 %

LTDP NO

COST-OF-LIVING YES NO

ALLOWANCE X

FOLD-IN X

### GRAD. DEGREE ALLOW.

MASTERS

DOCTORATE

### CERTIFICATION

QECO 1 3

OSSTF 1

INSTRUCT. PROV. YES NO

PTR X

CLASS SIZE X

INSTRUCT. LOAD X

### SABBATICAL LEAVE

MIN. SERVICE 2 YRS

BASIC SALARY NOT SPEC

SUBSEQ. SERV. NOT SPEC

MAX. BD DISC.

### CUM. SICK LEAVE

MAX. ACC. 1 250 DAYS

OTHER LEAVES YES NO

EXT. ABSENCE X

EXT. MATERNITY X

ADOPTION X

PATERNITY X

FED. BUS. X

NEGOTIATIONS X

OTHER PROVISIONS YES NO

RETIREMENT GRAT. X

SENIORITY X

SURPLUS/REDUND X

GRIEVANCE X

MANAGEMENT RIGHTS X

SEP. 02/81

AGREEMENT TERM 1 YR.

## EDUCATION RELATIONS COMMISSION

NORTHERN DISTRICT ELEM

1981/1982

BD. NO. 235

## TEACHERS SALARY GRID

SEPT-AUG

YEARS -----	CAT.D -----	CAT.C -----	CAT.B -----	CAT.A1 -----	CAT.A2 -----	CAT.A3 -----	CAT.A4 -----
0	15129	15938	16747	18338	19240	20706	22415
1	15938	16747	17556	19439	20409	21979	23789
2	16747	17556	18365	20540	21578	23252	25163
3	17556	18365	19174	21641	22747	24525	26537
4	18365	19174	19983	22742	23916	25798	27911
5	19174	19983	20792	23843	25085	27071	29285
6	19983	20792	21601	24944	26254	28344	30659
7	20792	21601	22410	26045	27423	29617	32033
8		22410	23219	27146	28592	30890	33407
9		23219	24028	28247	29761	32163	34781
10			24837	29348	30930	33436	36155
11			25646			34709	37529
12							
13							
14							

SEP. 17/81

# EDUCATION RELATIONS COMMISSION

NORTHERN DISTRICT ELEM

1981/1982

BD. NO. 235

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

### VICE-PRINCIPALS SALARIES

#### 1 - 4 CLASSROOMS

TEACHER GRID + \$1,000 + \$500/  
SUPERVISED TEACHER

#### 5+ CLASSROOMS

TEACHER GRID + \$1,500 + \$500/  
1ST 10 SUPERVISED TEACHERS +  
\$400/ REMAINING SUPERVISED  
TEACHERS + \$100/SUPERVISED  
TEACHER IN EXCESS OF 10 TEACHING  
GRADES 9 OR 10 IN SCHOOLS WITH A  
FULL INTERMEDIATE DIVISION

### EMPLOYEE BENEFITS

OHIP	100 %
GROUP INS.	100 %
EXT. HEALTH	100 %
DRUG PLAN	100 %
DENTAL PLAN	100 %
LTDP	0 %

#### COST-OF-LIVING YES NO

ALLOWANCE	X
FOLD-IN	X

#### GRAD. DEGREE ALLOW.

MASTERS \$	600
DOCTORATE \$	800

### CERTIFICATION

QECO 1	4 \$ QUAL
OSSTF 1	

#### INSTRUCT. PROV. YES NO

PTR	X
CLASS SIZE	X
INSTRUCT. LOAD	X

### SABBATICAL LEAVE

MIN. SERVICE	5 YRS
BASIC SALARY	75 %
SUBSEQ. SERV.	2 YEARS
MAXI	BD DISC.

#### CUM. SICK LEAVE

MAX. ACC. 1	225 DAYS
-------------	----------

#### OTHER LEAVES YES NO

EXT. ABSENCE	X
EXT. MATERNITY	X
ADOPTION	X
PATERNITY	X
FED. BUS.	X
NEGOTIATIONS	X

#### OTHER PROVISIONS YES NO

RETIREMENT GRAT.	X
SENIORITY	X
SURPLUS/REDUND	X
GRIEVANCE	X
MANAGEMENT RIGHTS	X

SEP. 17/81

AGREEMENT TERM 1 YR.

## EDUCATION RELATIONS COMMISSION

CARAMAT DISTRICT ELEM

1981/1982

BD. NO. 241

## TEACHERS SALARY GRID

SEPT-AUG

<u>YEARS</u>	<u>CAT.D</u>	<u>CAT.C</u>	<u>CAT.B</u>	<u>CAT.A1</u>	<u>CAT.A2</u>	<u>CAT.A3</u>	<u>CAT.A4</u>
0	15129	15938	16747	18338	19240	20706	22415
1	15938	16747	17556	19439	20409	21979	23789
2	16747	17556	18365	20540	21578	23252	25163
3	17556	18365	19174	21641	22747	24525	26537
4	18365	19174	19938	22742	23916	25798	27911
5	19174	19983	20792	23843	25085	27071	29285
6	19938	20792	21601	24944	26254	28344	30659
7	20792	21601	22410	26045	27423	29617	32033
8		22410	23219	27146	28592	30890	33407
9		23219	24028	28247	29761	32163	34781
10		24028	24837	29348	30930	33436	36155
11			25646			34709	37529
12							
13							
14							

OCT. 01/81



## EDUCATION RELATIONS COMMISSION

CARAMAT DISTRICT ELEM

1981/1982

BD. NO. 241

## COLLECTIVE AGREEMENT SUMMARY

PRINCIPALS SALARIESVICE-PRINCIPALS SALARIES

TEACHER GRID + \$1,000 + \$500/FULL-TIME  
SUPERVISED TEACHER (PRO-RATED FOR  
HALF-TIME TEACHERS)

EMPLOYEE BENEFITSSABBATICAL LEAVE

OHIP	100 %
GROUP INS.	100 %
EXT. HEALTH	NO
DRUG PLAN	NO
DENTAL PLAN	100 %
LTDP	100 %

MIN. SERVICE  
BASIC SALARY  
SUBSEQ. SERV.  
MAXI

CUM. SICK LEAVE

MAX. ACC. 1 200 DAYS

COST-OF-LIVING YES NOOTHER LEAVES YES NO

ALLOWANCE	X
FOLD-IN	X

EXT. ABSENCE	X
EXT. MATERNITY	X
ADOPTION	X
PATERNITY	X
FED. BUS.	X
NEGOTIATIONS	X

GRAD. DEGREE ALLOW.OTHER PROVISIONS YES NO

MASTERS

RETIREMENT GRAT. X

DOCTORATE

SENIORITY X

CERTIFICATION

SURPLUS/REDUND X

QECO 1 3

GRIEVANCE X

OSSTF 1

MANAGEMENT RIGHTS X

INSTRUCT. PROV. YES NO

PTR X

CLASS SIZE X

INSTRUCT. LOAD X

AGREEMENT TERM 1 YR.

OCT. 15/81



## EDUCATION RELATIONS COMMISSION

NAKINA DISTRICT ELEM

1981/1982

BD. NO. 255

## TEACHERS SALARY GRID

SEPT-AUG

YEARS -----	CAT.D -----	CAT.C -----	CAT.B -----	CAT.A1 -----	CAT.A2 -----	CAT.A3 -----	CAT.A4 -----
0	14158	15511	16695	19964	21023	22307	22729
1	14951	16353	17590	20983	22285	23595	24060
2	15744	17195	18485	22002	23547	24883	25391
3	16537	18037	19380	23021	24809	26171	26722
4	17330	18879	20275	24040	26071	27459	28053
5	18123	19721	21170	25059	27333	28747	29384
6	18916	20563	22065	26078	28595	30035	30715
7	19709	21405	22960	27097	29857	31323	32046
8		22247	23855	28116	31119	32611	33377
9		23089	24750	29135	32381	33899	34708
10				30154	33643	35187	36039
11						36475	37370
12							
13							
14							

OCT. 01/81

## EDUCATION RELATIONS COMMISSION

NAKINA DISTRICT ELEM

1981/1982

BD. NO. 255

## COLLECTIVE AGREEMENT SUMMARY

PRINCIPALS SALARIESVICE-PRINCIPALS SALARIES

TEACHER GRID + \$4,500

PRINCIPAL'S CERTIFICATE = \$250

SPECIAL ED. ALLOWANCES

ELEM. CERT. - \$300

INTER CERT. - \$450

SPEC. CERT. - \$675

EMPLOYEE BENEFITS

OHIP 100 %

GROUP INS. NO

EXT. HEALTH NO

DRUG PLAN 100 %

DENTAL PLAN 100 %

LTDP 0 %

COST-OF-LIVING	YES	NO
ALLOWANCE		X
FOLD-IN		X

GRAD. DEGREE ALLOW.

MASTERS

DOCTORATE

CERTIFICATION

QECO 1 3

OSSTF 1

INSTRUCT. PROV.	YES	NO
PTR		X
CLASS SIZE	X	
INSTRUCT. LOAD		X

OCT. 01/81

SABBATICAL LEAVE

MIN. SERVICE

BASIC SALARY

SUBSEQ. SERV.

MAX:

CUM. SICK LEAVE

MAX. ACC. 1 200 DAYS

OTHER LEAVES	YES	NO
EXT. ABSENCE		X
EXT. MATERNITY		X
ADOPTION		X
PATERNITY		X
FED. BUS.		X
NEGOTIATIONS		X

OTHER PROVISIONS	YES	NO
RETIREMENT GRAT.		X
SENIORITY		X
SURPLUS/REDUND		X
GRIEVANCE		X
MANAGEMENT RIGHTS		X

AGREEMENT TERM: 1 YR.



Education Relations Commission

Government  
Publication

ISSN 0226-8051

1981-82 INDIVIDUAL SUMMARIES - 3RD UPDATE

---

1981-82 RESUME INDIVIDUELS - 3<sup>E</sup> MISE A JOUR

1981 09 00





ISSN 0226-8051

1981-82 INDIVIDUAL SUMMARIES - 3RD UPDATE

---

1981-82 RESUME INDIVIDUELS - 3<sup>E</sup> MISE A JOUR

1981 09 00





# EDUCATION RELATIONS COMMISSION

GREY CTY ELEM

1981/1982

BD. NO. 20

## TEACHERS SALARY GRID

SEPT-AUG

YEARS -----	CAT.D -----	CAT.C -----	CAT.B -----	CAT.A1 -----	CAT.A2 -----	CAT.A3 -----	CAT.A4 -----
0	12727	14004	14964	16471	17020	18393	19216
1	13551	14865	15954	17706	18393	19766	20589
2	14377	15729	16943	18941	19766	21137	21961
3	15207	16595	17940	20177	21133	22510	23335
4	16036	17464	18935	21412	22510	23883	24705
5	16869	18334	19931	22648	23881	25254	26079
6	17701	19210	20932	23881	25255	26628	27452
7		20085	21931	25118	26627	27999	28826
8		21078	22932	26354	27999	29372	30196
9			24054	27588	29372	30745	31570
10				28826	30746	32118	32943
11						33490	34314
12							35687
13							
14							

JUN. 22/81

# EDUCATION RELATIONS COMMISSION

GREY CTY ELEM

1981/1982

BD. NO. 20

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

TEACHER GRID + \$7,862

### VICE-PRINCIPALS SALARIES

TEACHER GRID + \$3,931

### EMPLOYEE BENEFITS

OHIP	75 %
GROUP INS.	75 %
EXT. HEALTH	75 %
DRUG PLAN	NO
DENTAL PLAN	50 %
LTDP	0 %

COST-OF-LIVING	YES	NO
ALLOWANCE		X
FOLD-IN		X

### GRAD. DEGREE ALLOW.

MASTERS \$	725
DOCTORATE \$	850

### CERTIFICATION

QECO 1	3
OSSTF 1	

INSTRUCT. PROV.	YES	NO
PTR	X	
CLASS SIZE		X
INSTRUCT. LOAD		X

### SABBATICAL LEAVE

MIN. SERVICE	7 YRS
BASIC SALARY	68 %
SUBSEQ. SERV.	2 YEARS
MAXI	% BUDGET 0.8

### CUM. SICK LEAVE

MAX. ACC. 1	205 DAYS
-------------	----------

OTHER LEAVES	YES	NO
EXT. ABSENCE		X
EXT. MATERNITY		X
ADOPTION		X
PATERNITY		X
FED. BUS.		X
NEGOTIATIONS		X

OTHER PROVISIONS	YES	NO
RETIREMENT GRAT.		X
SENIORITY		X
SURPLUS/REDUND		X
GRIEVANCE		X
MANAGEMENT RIGHTS		X

AGREEMENT TERM 2ND YR. OF 2

JUN. 22/81

## EDUCATION RELATIONS COMMISSION

HALIBURTON CTY ELEM

1981/1982

BD. NO. 22

## TEACHERS SALARY GRID

SEPT-AUG

YEARS	CAT.D	CAT.C	CAT.B	CAT.A1	CAT.A2	CAT.A3	CAT.A4
0	14000	15000	16000	17000	18000	20000	21000
1	15000	16000	17000	18000	19000	21000	22000
2	16000	17000	18000	19000	20000	22000	23000
3	17000	18000	19000	20000	21000	23000	24000
4	18000	19000	20000	21000	22000	24000	25000
5	19000	20000	21000	22000	23000	25000	26000
6	20000	21000	22000	23000	24000	26000	27000
7		22000	23000	24000	25000	27000	28000
8		23000	24000	25000	26000	28000	29000
9			25000	26000	27000	29000	31000
10				27000	28000	31000	33000
11				28000	30000	33500	36000
12							
13							
14							

JUL. 29/81

# EDUCATION RELATIONS COMMISSION

HALIBURTON CTY ELEM

1981/1982

BD. NO. 22

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS. SALARIES

### VICE-PRINCIPALS. SALARIES

TEACHERS TEACHER GRID +  
 FIRST 10 \$650/TEACHER  
 THEREAFTER \$225/TEACHER  
 MINIMUM ALLOWANCE: \$2,100

TEACHER GRID + \$2,800

### EMPLOYEE BENEFITS

OHIP 75 %  
 GROUP INS. 67 %  
 EXT. HEALTH 75 %  
 DRUG PLAN NO  
 DENTAL PLAN NO  
 LTDP 0 %

COST-OF-LIVING YES NO  
 ALLOWANCE X  
 FOLD-IN X

### GRAD. DEGREE. ALLOW.

MASTERS  
 DOCTORATE

### CERTIFICATION

QECC 1 3  
 OSSTF 1

INSTRUCT. PROV. YES NO  
 PTR X  
 CLASS SIZE X  
 INSTRUCT. LOAD X

### SABBATICAL LEAVE

MIN. SERVICE NOT SPEC  
 BASIC SALARY NOT SPEC  
 SUBSEQ. SERV. NOT SPEC  
 MAXI NOT SPEC

### CUM. SICK LEAVE

MAX. ACC. 1 NO MAX

### OTHER LEAVES YES NO

EXT. ABSENCE X  
 EXT. MATERNITY X  
 ADOPTION X  
 PATERNITY X  
 FED. BUS. X  
 NEGOTIATIONS X

### OTHER PROVISIONS YES NO

RETIREMENT GRAT. X  
 SENIORITY X  
 SURPLUS/REDUND X  
 GRIEVANCE X  
 MANAGEMENT RIGHTS X

JUL. 23/81

AGREEMENT TERM 11 YR.

# EDUCATION RELATIONS COMMISSION

HASTINGS CTY ELEM

1981/1982

RD. NO. 25

## TEACHERS SALARY GRID

### SEPT-DEC

YEARS -----	CAT.D -----	CAT.C -----	CAT.B -----	CAT.A1 -----	CAT.A2 -----	CAT.A3 -----	CAT.A4 -----
0	13069	14376	15445	16333	16990	18353	18891
1	13769	15076	16245	16979	17544	18999	19991
2	14695	15802	16989	18057	18436	20123	21143
3	15345	16715	17958	19073	19484	21262	22316
4	16241	17364	18609	20194	20453	22335	23303
5	16989	18161	19351	21264	21504	23404	24555
6	18115	18891	20079	22435	22672	24673	25660
7		19758	20954	23368	23960	25779	26831
8		20692	21780	24772	25266	26950	27918
9		21799	22712	25897	26273	28337	29288
10			23361	27168	27526	29661	30411
11			24650	28214	28730	30869	31583
12					30115	32257	32871
13						33561	33922
14							35581

### JAN-AUG

YEARS -----	CAT.D -----	CAT.C -----	CAT.B -----	CAT.A1 -----	CAT.A2 -----	CAT.A3 -----	CAT.A4 -----
0	13309	14640	15729	16633	17302	18689	19237
1	14009	15340	16529	17252	17883	19308	20337
2	15012	16143	17360	18458	18805	20533	21637
3	15694	17066	18358	19467	19899	21755	22797
4	16575	17749	19018	20658	20899	22818	23811
5	17365	18533	19717	21726	21959	23903	25064
6	18447	19292	20500	22916	23155	25192	26218
7		20192	21410	23851	24475	26340	27393
8		21126	22228	25307	25814	27514	28509
9		22198	23181	26470	26846	28930	29891
10			23856	27735	28090	30299	31066
11			25102	28732	29342	31524	32233
12					30667	32923	33549
13						34176	34606
14							36233

JUL. 02/81

# EDUCATION RELATIONS COMMISSION

HASTINGS CTY ELEM

1981/1982

BD. NO. 25

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

#### 5-11 TEACHERS

\$37,200 - 40,000

#### 12+ TEACHERS

\$39,200 - 42,000

4X\$700

### DESIGNATED SCHOOLS

TEACHER GRID + \$850 - 2,700

### VICE-PRINCIPALS SALARIES

#### NON-DEGREE

TEACHER GRID + \$2,000

#### DEGREE

TEACHER GRID + \$3,200

### EMPLOYEE BENEFITS

OHIP 75 %

GROUP INS. 75 %

EXT. HEALTH 75 %

DRUG PLAN NO

DENTAL PLAN 50 %

LTDP 50 %

COST-OF-LIVING YES NO

ALLOWANCE X

FOLD-IN X

### GRAD. DEGREE ALLOW.

MASTERS \$ 600

DOCTORATE \$ 600

### CERTIFICATION

WECO 3

OSSTF 1

INSTRUCT. PROV. YES NO

PTR X

CLASS SIZE X

INSTRUCT. LOAD X

### SABBATICAL LEAVE

MIN. SERVICE 5 YRS

BASIC SALARY 75 %

SUBSEQ. SERV. 3 YEARS

MAX: % STAFF 1.0

### CUM. SICK LEAVE

MAX. ACC. 200 DAYS

OTHER LEAVES YES NO

EXT. ABSENCE X

EXT. MATERNITY X

ADOPTION X

PATERNITY X

FED. BUS. X

NEGOTIATIONS X

OTHER PROVISIONS YES NO

RETIREMENT GRAT. X

SENIORITY X

SURPLUS/REDUND X

GRIEVANCE X

MANAGEMENT RIGHTS X

JUL. 02/81

AGREEMENT TERM: 2ND YR. OF 2



## EDUCATION RELATIONS COMMISSION

KIRKLAND LAKE ELEM

1981/1982

BD. NO. 32

## TEACHERS SALARY GRID

SEPT-AUG

<u>YEARS</u>	<u>CAT.D</u>	<u>CAT.C</u>	<u>CAT.B</u>	<u>CAT.A1</u>	<u>CAT.A2</u>	<u>CAT.A3</u>	<u>CAT.A4</u>
0	13033	13748	15384	16819	17404	19204	20278
1	13798	14535	16200	17882	18551	20520	21662
2	14574	15317	17016	18945	19693	21836	23046
3	15339	16099	17831	20008	20835	23158	24429
4	16104	16886	18647	21077	21977	24480	25813
5	17038	17667	19463	22140	23119	25796	27203
6	17895	18422	20278	23203	24261	27118	28620
7	18759	19305	21225	24266	25403	28434	29970
8		20188	22236	25374	26573	29779	31371
9		21069	23248	26550	27878	31247	33036
10			24261	27720	29199	32721	34706
11				28901	30493	34189	36371
12							
13							
14							

JUL. 02/81

# EDUCATION RELATIONS COMMISSION

KIRKLAND LAKE ELEM

1981/1982

BD, NO. 32

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

#### FULL-TIME

#### TEACHERS TEACHER GRID +

3 - 11 \$7,700

12+ \$11,200

### VICE-PRINCIPALS SALARIES

TEACHER GRID + \$5,800

### SPECIAL ED. ALLOWANCES

ELEM. CERT. - \$400

INTER CERT. - \$600

SPEC. CERT. - \$800

### EMPLOYEE BENEFITS

OHIP 85 %

GROUP INS. 85 %

EXT. HEALTH 85 %

DRUG PLAN NO

DENTAL PLAN 85 %

LTDP 85 %

COST-OF-LIVING YES NO

ALLOWANCE X

FOLD-IN X

GRAD. DEGREE ALLOW.

MASTERS

DOCTORATE

### CERTIFICATION

QECO I 3

OSSTF I

INSTRUCT. PROV. YES NO

PTR X

CLASS SIZE X

INSTRUCT. LOAD X

### SABBATICAL LEAVE

MIN. SERVICE 5 YRS

BASIC SALARY 75 %

SURSEQ. SERV. 3 YEARS

MAXI BD DISC.

### CUM. SICK LEAVE

MAX. ACC. I 210 DAYS

OTHER LEAVES YES NO

EXT. ABSENCE X

EXT. MATERNITY X

ADOPTION X

PATERNITY X

FED. BUS. X

NEGOTIATIONS X

OTHER PROVISIONS YES NO

RETIREMENT GRAT. X

SENIORITY X

SURPLUS/REDUND X

GRIEVANCE X

MANAGEMENT RIGHTS X

AGREEMENT TERM: 1 YR.

JUL. 23/81

## EDUCATION RELATIONS COMMISSION

LAMBTON CTY ELEM

1981/1982

BD. NO. 35

## TEACHERS SALARY GRID

SEPT-AUG

<u>YEARS</u>	<u>CAT.D</u>	<u>CAT.C</u>	<u>CAT.B</u>	<u>CAT.A1</u>	<u>CAT.A2</u>	<u>CAT.A3</u>	<u>CAT.A4</u>
0	13350	14350	15550	16574	17496	18802	20122
1	14350	15350	16550	17711	18712	20381	21473
2	15350	16350	17550	18553	19541	21564	22587
3	16350	17350	18550	19644	20655	22883	23588
4	17350	18350	19550	20644	21645	23942	24816
5	18350	19350	20550	21611	22622	24996	26090
6		20350	21550	22611	23612	26214	27215
7		21350	22550	23601	24600	27203	28432
8			23550	24588	25566	28454	29466
9			24550	25746	26555	29863	30602
10				27067	27942	31386	31989
11				28329	29365	33251	33502
12							36080
13							
14							

JUL. 02/81

# EDUCATION RELATIONS COMMISSION

LAMBTON CTY ELEM

1981/1982

BD. NO. 35

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

-----

#### ROOMS

UNDER 9            \$37,000 - 39,000  
9 - 15            \$38,000 - 40,000  
OVER 15           \$39,000 - 41,000  
2X\$1,000

### VICE-PRINCIPALS SALARIES

-----

TEACHER GRID + \$1,400 (2X\$500)

### EMPLOYEE BENEFITS

-----

OHIP                    80 %  
GROUP INS.            VARIES  
EXT. HEALTH           NO  
DRUG PLAN            80 %  
DENTAL PLAN          80 %  
LTDP                   NO

COST-OF-LIVING      YES NO

-----                --- --

ALLOWANCE                    X

FOLD-IN                        X

GRAD. DEGREE ALLOW.

-----

MASTERS \$ 550

DOCTORATE

#### CERTIFICATION

-----

QECO I                    IN AGREE

OSSTF I

INSTRUCT. PRDV.      YES NO

-----                --- --

PTR                        X

CLASS SIZE                X

INSTRUCT. LOAD                X

### SABBATICAL LEAVE

-----

MIN. SERVICE            5 YRS

BASIC SALARY            75 %

SUBSEQ. SERV.            3 YEARS

MAX:                    # STAFF 4.0

CUM. SICK LEAVE

-----

MAX. ACC. I            NO MAX

#### OTHER LEAVES

-----

YES NO

--- --

EXT. ABSENCE                X

EXT. MATERNITY                X

ADOPTION                    X

PATERNITY                    X

FED. BUS.                    X

NEGOTIATIONS                X

#### OTHER PROVISIONS

-----

YES NO

--- --

RETIREMENT GRAT.            X

SENIORITY                    X

SURPLUS/REDUND                X

GRIEVANCE                    X

MANAGEMENT RIGHTS            X

JUL. 23/81

AGREEMENT TERM: 1ST YR. OF 2

# EDUCATION RELATIONS COMMISSION

MIDDLESEX CTY ELEM

1981/1982

BD. NO. 43

## TEACHERS SALARY GRID

SEPT-AUG

YEARS -----	CAT.D -----	CAT.C -----	CAT.B -----	CAT.A1 -----	CAT.A2 -----	CAT.A3 -----	CAT.A4 -----
0	12860	13740	14700	16225	17165	18515	19515
1	13840	14700	15685	17420	18435	19865	20865
2	14830	15670	16670	18615	19705	21220	22215
3	15820	16630	17655	19805	20975	22575	23560
4	16805	17595	18745	21000	22250	23935	24915
5	17790	18560	19630	22195	23520	25285	26270
6		19525	20620	23395	24790	26645	27740
7		20490	21605	24590	26060	27995	28995
8		21460	22595	25785	27335	29350	30365
9			23580	26990	28605	30700	31725
10			24580	28295	29865	32065	33085
11						33420	34450
12							35925
13							
14							

JUL. 02/81

# EDUCATION RELATIONS COMMISSION

MIDDLESEX CTY ELEM

1981/1982

BN. NO. 43

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

### VICE-PRINCIPALS SALARIES

TEACHER GRID + \$5,300-8,200 (7 INCREMENTS)

TEACHER GRID + \$2,000 (3X\$300)

IF RESPONSIBLE FOR TWO SCHOOLS,  
AN ADDITIONAL \$200

### SPECIAL ED. ALLOWANCES

ELEM. CERT. - \$200

INTER CERT. - \$500

SPEC. CERT. - \$700

### EMPLOYEE BENEFITS

### SABBATICAL LEAVE

OHIP 85 %

MIN. SERVICE 7 YRS

GROUP INS. 85 %

BASIC SALARY 75 %

EXT. HEALTH 85 %

SUBSEQ. SERV. 3 YEARS

DRUG PLAN NO

MAXI \$ FUND

DENTAL PLAN 85 %

### CUM. SICK LEAVE

LTDP NO

MAX. ACC. 1 220 DAYS

COST-OF-LIVING YES NO

OTHER LEAVES YES NO

ALLOWANCE X

EXT. ABSENCE X

FOLD-IN X

EXT. MATERNITY X

GRAD. DEGREE ALLOW.

ADOPTION X

MASTERS \$ 600

PATERNITY X

DOCTORATE \$ 800

FED. BUS. X

### CERTIFICATION

NEGOTIATIONS X

QECO 1 IN AGREE

OTHER PROVISIONS YES NO

OSSTF 1

RETIREMENT GRAT. X

INSTRUCT. PROV. YES NO

SENIORITY X

PTR X

SURPLUS/REDUND X

CLASS SIZE X

GRIEVANCE X

INSTRUCT. LOAD X

MANAGEMENT RIGHTS X

AGREEMENT TERM 1 YR.

JUL. 23/81



## EDUCATION RELATIONS COMMISSION

NORTH SHORE ELEM

1981/1982

BD. NO. 49

## TEACHERS SALARY GRID

SEPT-AUG

YEARS -----	CAT.D -----	CAT.C -----	CAT.B -----	CAT.A1 -----	CAT.A2 -----	CAT.A3 -----	CAT.A4 -----
0	14720	15995	17265	18400	19225	20550	21650
1	15335	16700	18060	19400	20325	21700	22900
2	15950	17405	18855	20400	21425	22850	24150
3	16565	18110	19650	21400	22525	24000	25400
4	17180	18815	20445	22400	23625	25150	26650
5	17795	19520	21240	23400	24725	26300	27900
6	18410	20225	22035	24600	26050	27650	29425
7	19025	20930	22830	25800	27375	29000	30950
8	19640	21635	23625	27000	28700	30350	32475
9		22340	24420	28200	30025	31700	34000
10			25215	29850	31875	33050	35525
11						34900	37500
12							
13							
14							

JUL. 29/81

# EDUCATION RELATIONS COMMISSION

PEEL ELEM

1981/1982

ED. NO. 54

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

### VICE-PRINCIPALS SALARIES

AS OF 1981 09 01

AS OF 1981 09 01

\$41,562 - 45,789

\$33,990 - 38,920

AS OF 1982 01 01

AS OF 1981 01 01

\$43,248 - 47,646

\$35,368 - 40,499

NO. OF INCREMENTS = 4

NO. OF INCREMENTS = 4

### EMPLOYEE BENEFITS

OHIP	100 %
GROUP INS.	100 %
EXT. HEALTH	100 %
DRUG PLAN	NO
DENTAL PLAN	100 %
LTDP	NO

COST-OF-LIVING	YES	NO
----------------	-----	----

ALLOWANCE		X
-----------	--	---

FOLD-IN		X
---------	--	---

GRAD. DEGREE ALLOW.

MASTERS \$ 500

DOCTORATE \$ 800

### CERTIFICATION

UECO : IN AGREE

OSSTF :

INSTRUCT. PROV.	YES	NO
-----------------	-----	----

PTR		X
-----	--	---

CLASS SIZE		X
------------	--	---

INSTRUCT. LOAD		X
----------------	--	---

JUL. 02/81

### SABBATICAL LEAVE

MIN. SERVICE	NOT SPEC
--------------	----------

BASIC SALARY	90 %
--------------	------

SUBSEQ. SERV.	NOT SPEC
---------------	----------

MAXI	\$ FUND
------	---------

### CUM. SICK LEAVE

MAX. ACC. :	300 DAYS
-------------	----------

OTHER LEAVES	YES	NO
--------------	-----	----

EXT. ABSENCE		X
--------------	--	---

EXT. MATERNITY		X
----------------	--	---

ADOPTION		X
----------	--	---

PATERNITY		X
-----------	--	---

FED. BUS.		X
-----------	--	---

NEGOTIATIONS		X
--------------	--	---

OTHER PROVISIONS	YES	NO
------------------	-----	----

RETIREMENT GRAT.		X
------------------	--	---

SENIORITY		X
-----------	--	---

SURPLUS/REDUND		X
----------------	--	---

GRIEVANCE		X
-----------	--	---

MANAGEMENT RIGHTS		X
-------------------	--	---

AGREEMENT TERM: 2ND YR. OF 3

## EDUCATION RELATIONS COMMISSION

CENTRAL ALGOMA SEC

1981/1982

RD. NO. 82

## TEACHERS SALARY GRID

SEPT-AUG

YEARS -----	GRP. 1 -----	GRP. 2 -----	GRP. 3 -----	GRP. 4 -----
0	18694	19262	20539	21669
1	19816	20455	21811	22947
2	20938	21648	23083	24225
3	22060	22841	24355	25503
4	23182	24034	25627	26781
5	24304	25227	26899	28059
6	25426	26420	28171	29337
7	26548	27613	29443	30615
8	27670	28806	30715	31893
9	28792	29999	31987	33171
10	29914	31192	33259	34449
11		32385	34531	35727
12			35803	37005
13				
14				

JUL. 29/81

# EDUCATION RELATIONS COMMISSION

CENTRAL ALGOMA SEC

1981/1982

BD. NO. 82

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

### VICE-PRINCIPALS SALARIES

\$45,325

\$40,577

\$49,701

\$44,401

4X\$1,094

4X\$956

### EMPLOYEE BENEFITS

### SABBATICAL LEAVE

OHIP 100 %

MIN. SERVICE 6 YRS

GROUP INS. 100 %

BASIC SALARY 50 %

EXT. HEALTH 100 %

SUBSEQ. SERV. 3 YEARS

DRUG PLAN NO

MAXI # STAFF 1.0

DENTAL PLAN 80 %

CUM. SICK LEAVE

LTDP 0 %

MAX. ACC. 1 260 DAYS

COST-OF-LIVING YES NO

OTHER LEAVES YES NO

ALLOWANCE X

EXT. ABSENCE X

FOLD-IN X

EXT. MATERNITY X

GRAD. DEGREE ALLOW.

ADOPTION X

MASTERS \$ 515

PATERNITY X

DOCTORATE \$ 675

FED. BUS. X

### CERTIFICATION

NEGOTIATIONS X

QECO 1

OTHER PROVISIONS YES NO

OSSTF 1 6

RETIREMENT GRAT. X

INSTRUCT. PROV. YES NO

SENIORITY X

PTR X

SURPLUS/REDUND X

CLASS SIZE X

GRIEVANCE X

INSTRUCT. LOAD X

MANAGEMENT RIGHTS X

AGREEMENT TERM: 1 YR.

JUL. 23/81

## EDUCATION RELATIONS COMMISSION

ESPANOLA SEC

1981/1982

BD. NO. 91

## TEACHERS SALARY GRID

SEPT-AUG

YEARS -----	GRP. 1 -----	GRP. 2 -----	GRP. 3 -----	GRP. 4 -----
0	17630	18105	19855	20840
1	18790	19285	21175	22275
2	19950	20465	22495	23710
3	21110	21645	23815	25145
4	22270	22825	25135	26580
5	23430	24005	26455	28015
6	24590	25185	27775	29450
7	25750	26365	29095	30885
8	26910	27545	30415	32320
9	28070	28725	31735	33755
10	29230	29905	33055	35190
11		31085	34375	36625
12				
13				
14				

JUN. 22/81

# EDUCATION RELATIONS COMMISSION

ESPAÑOLA SEC

1981/1982

BD. NO. 91

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

\$44,780  
\$49,010  
3X\$1,410

### VICE-PRINCIPALS SALARIES

\$38,975  
\$43,205  
3X\$1,410

### DEPT. ALLOWANCES

DEPT. HEAD: \$2,475  
ASST. HEAD: \$1,225

### EMPLOYEE BENEFITS

OHIP	100 %
GROUP INS.	75 %
EXT. HEALTH	100 %
DRUG PLAN	NO
DENTAL PLAN	75 %
LTDP	0 %

COST-OF-LIVING	YES	NO
ALLOWANCE	X	
FOLD-IN	X	

### GRAD. DEGREE ALLOW.

MASTERS \$ 650  
DOCTORATE

### CERTIFICATION

QECO 1  
OSSTF 1 5

INSTRUCT. PROV.	YES	NO
PTR	X	
CLASS SIZE	X	
INSTRUCT. LOAD	X	

### SABBATICAL LEAVE

MIN.SERVICE	7 YRS
BASIC SALARY	75 %
SUBSEQ. SERV.	3 YEARS
MAX:	# STAFF 1.0

### CUM. SICK LEAVE

MAX. ACC. :	200 DAYS
-------------	----------

### OTHER LEAVES

EXT. ABSENCE	X
EXT. MATERNITY	X
ADOPTION	X
PATERNITY	X
FED. BUS.	X
NEGOTIATIONS	X

### OTHER PROVISIONS

RETIREMENT GRAT.	X
SENIORITY	X
SURPLUS/REDUND	X
GRIEVANCE	X
MANAGEMENT RIGHTS	X

AGREEMENT TERM: 1ST YR. OF 2

JUN. 22/81



## EDUCATION RELATIONS COMMISSION

KENT CTY SEC

1981/1982

BD. NO. 108

## TEACHERS SALARY GRID

SEPT-AUG

<u>YEARS</u>	<u>GRP. 1</u>	<u>GRP. 2</u>	<u>GRP. 3</u>	<u>GRP. 4</u>
0	17050	18030	19220	20300
1	18235	19295	20570	21760
2	19420	20560	21920	23220
3	20605	21825	23270	24680
4	21790	23090	24620	26140
5	22975	24355	25970	27600
6	24160	25620	27320	29060
7	25345	26885	28670	30520
8	26530	28150	30020	31980
9	27715	29415	31370	33440
10	28900	30680	32720	34900
11			34070	36360
12				
13				
14				

JUN. 22/81

# EDUCATION RELATIONS COMMISSION

KENT CTY SEC

1981/1982

BD. NO. 108

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

\$45,500  
\$48,500  
2X\$1,500

### VICE-PRINCIPALS SALARIES

\$40,000  
\$43,000  
2X\$1,500

### DEPT. ALLOWANCES

MAJOR HEAD: \$2,400  
MINOR HEAD: \$1,800

### EMPLOYEE BENEFITS

OHIP	100 %
GROUP INS.	100 %
EXT. HEALTH	100 %
DRUG PLAN	NO
DENTAL PLAN	60 %
LTDP	NO

<u>COST-OF-LIVING</u>	<u>YES</u>	<u>NO</u>
ALLOWANCE		X
FOLD-IN		X

### GRAD. DEGREE ALLOW.

MASTERS \$ 600  
DOCTORATE \$ 600

### CERTIFICATION

QECO 1  
OSSTF 1 6

<u>INSTRUCT. PROV.</u>	<u>YES</u>	<u>NO</u>
PTR		X
CLASS SIZE	X	
INSTRUCT. LOAD	X	

### SABBATICAL LEAVE

MIN.SERVICE 6 YRS  
BASIC SALARY 75 %  
SUBSEQ. SERV. 2X LEAVE  
MAX: \$ FUND

### CUM. SICK LEAVE

MAX. ACC. : 280 DAYS

### OTHER LEAVES YES NO

EXT. ABSENCE	X
EXT. MATERNITY	X
ADOPTION	X
PATERNITY	X
FED. BUS.	X
NEGOTIATIONS	X

### OTHER PROVISIONS YES NO

RETIREMENT GRAT.	X
SENIORITY	X
SURPLUS/REDUND	X
GRIEVANCE	X
MANAGEMENT RIGHTS	X

AGREEMENT TERM 1 YR.

JUL. 02/81

## EDUCATION RELATIONS COMMISSION

LAMBTON CTY SEC

1981/1982

BD. NO. 112

## TEACHERS SALARY GRID

SEPT-AUG

YEARS -----	GRP. 1 -----	GRP. 2 -----	GRP. 3 -----	GRP. 4 -----
0	16272	17177	18460	19755
1	17389	18372	20011	21083
2	18215	19186	21172	22177
3	19287	20279	22467	23160
4	20268	21251	23506	24365
5	21218	22210	24542	25615
6	22199	23182	25737	26720
7	23171	24153	26708	27915
8	24141	25101	27936	28930
9	25281	26072	29320	30046
10	26574	27434	30816	31408
11	27814	28831	32646	32892
12				35424
13				
14				

DEC. 12/80

# EDUCATION RELATIONS COMMISSION

LAMBTON CTY SEC

1981/1982

NO. NO. 112

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

### VICE-PRINCIPALS SALARIES

#### EAST LAMBTON SECONDARY SCHOOL

\$39,312

\$42,928 - 46,168

\$42,336

#### ALL OTHER SCHOOLS

2X\$1,512

\$44,928 - 48,168

2X\$1,600

### DEPT. ALLOWANCES

MAJOR HEAD: \$2,400

MINOR HEAD: \$1,300

### EMPLOYEE BENEFITS

### SABBATICAL LEAVE

OHIP 80 %  
GROUP INS. VARIES  
EXT. HEALTH 80 %  
DRUG PLAN NO  
DENTAL PLAN 80 %  
LTDP NO

MIN. SERVICE 5 YRS  
BASIC SALARY 75 %  
SUBSEQ. SERV. 3 YEARS  
MAXI \* STAFF 4.0

#### COST-OF-LIVING YES NO

### CUM. SICK LEAVE

ALLOWANCE X  
FOLD-IN X

MAX. ACC. : NO MAX

#### GRAD. DEGREE ALLOW.

#### OTHER LEAVES YES NO

MASTERS \$ 550  
DOCTORATE \$ 550

EXT. ABSENCE X  
EXT. MATERNITY X  
ADOPTION X  
PATERNITY X  
FED. BUS. X  
NEGOTIATIONS X

### CERTIFICATION

#### OTHER PROVISIONS YES NO

QECO 1  
OSSTF : 6

#### INSTRUCT. PROV. YES NO

RETIREMENT GRAT. X  
SENIORITY X  
SURPLUS/REDUND X  
GRIEVANCE X  
MANAGEMENT RIGHTS X

PTR X  
CLASS SIZE X  
INSTRUCT. LOAD X

AGREEMENT TERM: 3RD YR. OF 3

JUL. 02/81

## EDUCATION RELATIONS COMMISSION

NORTH SHORE SEC

1981/1982

BD. NO. 126

## TEACHERS SALARY GRID

SEPT-AUG

YEARS -----	GRP. 1 -----	GRP. 2 -----	GRP. 3 -----	GRP. 4 -----
0	18400	19225	20550	21650
1	19400	20325	21700	22900
2	20400	21425	22850	24150
3	21400	22525	24000	25400
4	22400	23625	25150	26650
5	23400	24725	26300	27900
6	24600	26050	27650	29425
7	25900	27375	29000	30950
8	27000	28700	30350	32475
9	28200	30025	31700	34000
10	29850	31875	33050	35525
11			34900	37500
12				
13				
14				

JUL. 29/81

# EDUCATION RELATIONS COMMISSION

NORTH SHORE SEC

1981/1982

BD. NO. 126

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

\$47,000  
\$50,000  
3X\$1,000

### VICE-PRINCIPALS SALARIES

\$43,500  
\$46,500  
3X\$1,000

### DEPT. ALLOWANCES

DEPT. HEAD: \$2,500

### EMPLOYEE BENEFITS

OHIP 80 %  
GROUP INS. 100 %  
EXT. HEALTH 100 %  
DRUG PLAN NO  
DENTAL PLAN 100 %  
LTDP 0 %

### COST-OF-LIVING

YES NO  
ALLOWANCE X  
FOLD-IN X

### GRAD. DEGREE ALLOW.

MASTERS \$ 650  
DOCTORATE \$ 650

### CERTIFICATION

QECO 1  
OSSTF 1 6

### INSTRUCT. PROV.

YES NO  
PTR X  
CLASS SIZE X  
INSTRUCT. LOAD X

### SABBATICAL LEAVE

MIN. SERVICE  
BASIC SALARY  
SUBSEQ. SERV.  
MAX:

### CUM. SICK LEAVE

MAX. ACC. 1 250 DAYS

### OTHER LEAVES

YES NO  
EXT. ABSENCE X  
EXT. MATERNITY X  
ADOPTION X  
PATERNITY X  
FED. BUS. X  
NEGOTIATIONS X

### OTHER PROVISIONS

YES NO  
RETIREMENT GRAT. X  
SENIORITY X  
SURPLUS/REDUND X  
GRIEVANCE X  
MANAGEMENT RIGHTS X

JUL. 23/81

AGREEMENT TERM: 1ST YR. OF 2



## EDUCATION RELATIONS COMMISSION

NORTH YORK SEC

1981/1982

RD. NO. 12A

## TEACHERS SALARY GRID

SEPT-AUG

<u>YEARS</u>	<u>GRP. 1</u>	<u>GRP. 2</u>	<u>GRP. 3</u>	<u>GRP. 4</u>
0	17124	17948	19760	20583
1	18359	19231	21258	22198
2	19595	20516	22757	23808
3	20829	21801	24254	25424
4	22064	23083	25752	27038
5	23298	24372	27251	28651
6	24534	25656	28749	30264
7	25770	26938	30248	31879
8	27005	28224	31744	33491
9	28239	29508	33245	35106
10	29475	30791	34745	36720
11				
12				
13				
14				

JUN. 02/81

# EDUCATION RELATIONS COMMISSION

NORTH YORK SEC

1981/1982

BO. NO. 128

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

\$45,813

\$49,388

NO. OF INCREMENTS = 3

### VICE-PRINCIPALS SALARIES

\$39,700

\$43,279

NO. OF INCREMENTS = 3

### DEPT. ALLOWANCES

MAJOR HEAD: \$2,731

MINOR HEAD: \$1,453

### EMPLOYEE BENEFITS

OHIP 75 %

GROUP INS. 100 %

EXT. HEALTH 100 %

DRUG PLAN NO

DENTAL PLAN 75 %

LTDP NO

COST-OF-LIVING YES NO

ALLOWANCE X

FOLD-IN X

GRAD. DEGREE ALLOW.

MASTERS \$ 742

DOCTORATE \$ 1007

### CERTIFICATION

QECO 1

OSSTF 1 6

INSTRUCT. PROV. YES NO

PTR X

CLASS SIZE X

INSTRUCT. LOAD X

### SABBATICAL LEAVE

MIN. SERVICE 6 YRS

BASIC SALARY 80 %

SUBSEQ. SERV. 2X LEAVE

MAXI 80 DISC.

### CUM. SICK LEAVE

MAX. ACC. : NO MAX

OTHER LEAVES YES NO

EXT. ABSENCE X

EXT. MATERNITY X

ADOPTION X

PATERNITY X

FED. BUS. X

NEGOTIATIONS X

OTHER PROVISIONS YES NO

RETIREMENT GRAT. X

SENIORITY X

SURPLUS/REDUND X

GRIEVANCE X

MANAGEMENT RIGHTS X

AGREEMENT TERM 1 YR.

JUN. 22/81

## EDUCATION RELATIONS COMMISSION

OTTAWA SEC

1981/1982

BD. NO. 129

## TEACHERS SALARY GRID

SEPT-AUG

YEARS -----	GRP. 1 -----	GRP. 2 -----	GRP. 3 -----	GRP. 4 -----
0	18223	18764	20322	21265
1	19411	20059	21745	22808
2	20570	21359	23163	24352
3	21745	22656	24601	25913
4	22919	23952	26022	27459
5	24091	25249	27443	29004
6	25263	26547	28863	30686
7	26437	27844	30283	32105
8	27612	29139	31706	33649
9	28785	30439	33125	35194
10	29943	31735	34561	36650
11				
12				
13				
14				

APR. 17/81

# EDUCATION RELATIONS COMMISSION

OTTAWA SEC

1981/1982

BD. NO. 129

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

\$45,395

\$49,770

NO. OF INCREMENTS = 3

### VICE-PRINCIPALS SALARIES

\$40,220

\$43,765

NO. OF INCREMENTS = 3

### DEPT. ALLOWANCES

MAJOR HEAD: \$2,950

MINOR HEAD: \$1,475

### EMPLOYEE BENEFITS

OHIP	80 %
GROUP INS.	56 %
EXT. HEALTH	80 %
DRUG PLAN	NO
DENTAL PLAN	80 %
LTOP	0 %

### COST-OF-LIVING

ALLOWANCE	YES	NO
FOLD-IN	X	

### GRAD. DEGREE ALLOW.

MASTERS \$ 500

DOCTORATE \$ 1000

### CERTIFICATION

QECO 1

OSSTF 1 6

### INSTRUCT. PROV.

PTR X

CLASS SIZE X

INSTRUCT. LOAD X

### SABBATICAL LEAVE

MIN. SERVICE 6 YRS

BASIC SALARY OTHER

SUBSEQ. SERV. 2 YEARS

MAXI \$ FUND

### CUM. SICK LEAVE

MAX. ACC. 1 NO MAX

### OTHER LEAVES

EXT. ABSENCE X

EXT. MATERNITY X

ADOPTION X

PATERNITY X

FED. BUS. X

NEGOTIATIONS X

### OTHER PROVISIONS

RETIREMENT GRAT. X

SENIORITY X

SURPLUS/REDUND X

GRIEVANCE X

MANAGEMENT RIGHTS X

AGREEMENT TERM 2ND YR. OF 2

JUN. 22/81

EDUCATION RELATIONS COMMISSION

SUDBURY SEC

1981/1982

BD. NO. 142

TEACHERS SALARY GRID

SEPT-AUG

YEARS -----	GRP. 1 -----	GRP. 2 -----	GRP. 3 -----	GRP. 4 -----
0	17484	18076	19964	20456
1	18623	19253	21306	21876
2	19762	20430	22648	23296
3	20901	21607	23990	24716
4	22040	22784	25332	26136
5	23179	23961	26674	27556
6	24318	25138	28016	28976
7	25457	26315	29358	30396
8	26596	27492	30700	31816
9	27735	28669	32042	33236
10	28874	29846	33384	34656
11		31023	34726	36076
12				37496
13				
14				

JUL. 29/81

# EDUCATION RELATIONS COMMISSION

SUDBURY SEC

1981/1982

BD. NO. 142

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS, SALARIES

-----

#### UNDER 500 STUDENTS

\$44,900 - 47,150

#### 500+ STUDENTS

\$47,200 - 49,450

3X\$750

### VICE-PRINCIPALS, SALARIES

-----

#### UNDER 500 STUDENTS

\$41,250 - 43,500

#### 500+ STUDENTS

\$42,000 - 44,250

3X\$750

### DEPT. ALLOWANCES

MAJOR HEAD: \$2,700

MINOR HEAD: \$2,150

### EMPLOYEE BENEFITS

-----

OHIP 100 %

GROUP INS. 75 %

EXT. HEALTH 75 %

DRUG PLAN 75 %

DENTAL PLAN 75 %

LTDP 0 %

COST-OF-LIVING YES NO

-----

ALLOWANCE X

FOLD-IN X

GRAD. DEGREE. ALLOW.

-----

MASTERS

DOCTORATE

CERTIFICATION

-----

QECO 1

OSSTF 1 6

INSTRUCT. PROV. YES NO

-----

PTR X

CLASS SIZE X

INSTRUCT. LOAD X

### SABBATICAL LEAVE

-----

MIN. SERVICE 7 YRS

BASIC SALARY 67 %

SUBSEQ. SERV. 3 YEARS

MAXI \* STAFF 3.0

CUM. SICK LEAVE

-----

MAX. ACC. : VARIES

OTHER LEAVES YES NO

-----

EXT. ABSENCE X

EXT. MATERNITY X

ADOPTION X

PATERNITY X

FED. BUS. X

NEGOTIATIONS X

OTHER PROVISIONS YES NO

-----

RETIREMENT GRAT. X

SENIORITY X

SURPLUS/REDUND X

GRIEVANCE X

MANAGEMENT RIGHTS X

JUL. 23/81

AGREEMENT TERM 1 YR.



## EDUCATION RELATIONS COMMISSION

ESSEX CTY RCSS

1981/1982

RD. NO. 163

## TEACHERS SALARY GRID

SEPT-AUG

<u>YEARS</u>	<u>CAT.D</u>	<u>CAT.C</u>	<u>CAT.B</u>	<u>CAT.A1</u>	<u>CAT.A2</u>	<u>CAT.A3</u>	<u>CAT.A4</u>
0	13253	14311	15610	17399	18535	20325	21623
1	14229	15280	16585	18455	19594	21462	22764
2	15203	16260	17563	19511	20650	22600	23898
3	16179	17236	18535	20569	21705	23739	25038
4	17156	18211	19511	21623	23024	24876	26176
5	18131	19187	20487	22682	23820	26013	27315
6	19108	20162	21462	23739	24876	27152	28452
7		21136	22439	24794	25852	28291	29590
8		22114	23413	25852	26988	29428	30729
9		23087	24388	26909	28047	30568	31865
10		24064	25363	27965	29103	31703	33005
11						32842	34141
12						33980	35279
13							
14							

JUN. 02/81

# EDUCATION RELATIONS COMMISSION

ESSEX CTY RCSS

1981/1982

BD. NO. 163

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

\$39,236

\$40,425

NO. OF INCREMENTS = 2

### VICE-PRINCIPALS SALARIES

TEACHER GRID + \$1,600 (2X\$650)

HEAD OF FRENCH OR ENGLISH SECTIONS

TEACHER GRID + \$1,650 (2X\$700)

### EMPLOYEE BENEFITS

OHIP 100 %

GROUP INS. 100 %

EXT. HEALTH NO

DRUG PLAN 100 %

DENTAL PLAN 100 %

LTDP 100 %

COST-OF-LIVING YES NO

ALLOWANCE X

FOLD-IN X

GRAD. DEGREE ALLOW.

MASTERS \$ 500

DOCTORATE

### CERTIFICATION

QECO 1 3

OSSTF 1

INSTRUCT. PROV. YES NO

PTR X

CLASS SIZE X

INSTRUCT. LOAD X

### SABBATICAL LEAVE

MIN. SERVICE 5 YRS

BASIC SALARY 75 %

SUBSEQ. SERV. 2 YEARS

MAXI # STAFF 1.0

### CUM. SICK LEAVE

MAX. ACC. 1 230 DAYS

OTHER LEAVES YES NO

EXT. ABSENCE X

EXT. MATERNITY X

ADOPTION X

PATERNITY X

FED. BUS. X

NEGOTIATIONS X

OTHER PROVISIONS YES NO

RETIREMENT GRAT. X

SENIORITY X

SURPLUS/REDUND X

GRIEVANCE X

MANAGEMENT RIGHTS X

JUN. 22/81

AGREEMENT TERM: 2ND YR. OF 2

# EDUCATION RELATIONS COMMISSION

MICHIPICOTEN DISTRICT RCSS

1981/1982

BD. NO. 183

## TEACHERS SALARY GRID

SEPT-AUG

YEARS -----	CAT.D -----	CAT.C -----	CAT.B -----	CAT.A1 -----	CAT.A2 -----	CAT.A3 -----	CAT.A4 -----
0	15110	16010	16900	17800	18690	19600	20490
1	15760	16760	17700	18700	19690	20600	21490
2	16410	17510	18500	19600	20690	21600	22490
3	17060	18260	19300	20500	21690	22600	23490
4	17710	19010	20100	21400	22690	23600	24490
5	18360	19760	20900	22300	23690	24600	25490
6	19010	20510	21700	23200	24690	25600	26490
7	19660	21260	22500	24100	25690	26600	27490
8	20310	22010	23300	25000	26690	27600	28490
9			24100	25900	27690	28600	29490
10			24900	26800	28690	29600	30490
11							
12							
13							
14							

JUN. 22/81

# EDUCATION RELATIONS COMMISSION

MICHIPICOTEN DISTRICT RCSS

1981/1982

BD. NO. 183

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

TEACHER GRID + \$2,600 + \$80/CLASSROOM  
IN OPERATION

INCREMENTS: 5X\$150

### ADDITIONAL ALLOWANCES

ST. MARY'S SCHOOL - \$450

PRINCIPAL'S CERTIFICATE - \$150

### VICE-PRINCIPALS SALARIES

### EMPLOYEE BENEFITS

OHIP 80 %

GROUP INS. 80 %

EXT. HEALTH 80 %

DRUG PLAN NO

DENTAL PLAN 80 %

LTDP 80 %

COST-OF-LIVING YES NO

ALLOWANCE X

FOLD-IN X

### GRAD. DEGREE ALLOW.

MASTERS

DOCTORATE

### CERTIFICATION

DECO : 4

OSSTF :

INSTRUCT. PROV. YES NO

PTR X

CLASS SIZE X

INSTRUCT. LOAD X

### SABBATICAL LEAVE

MIN. SERVICE 6 YRS

BASIC SALARY 75 %

SUBSEQ. SERV. 3 YEARS

MAX: # STAFF 3.0

### CUM. SICK LEAVE

MAX. ACC. : 250 DAYS

### OTHER LEAVES YES NO

EXT. ABSENCE X

EXT. MATERNITY X

ADOPTION X

PATERNITY X

FED. BUS. X

NEGOTIATIONS X

### OTHER PROVISIONS YES NO

RETIREMENT GRAT. X

SENIORITY X

SURPLUS/REDUND X

GRIEVANCE X

MANAGEMENT RIGHTS X

AGREEMENT TERM 12ND YR. OF 2

JUL. 02/81

# EDUCATION RELATIONS COMMISSION

NORTH OF SUPERIOR RCSS

1981/1982

8D. NO. 186

## TEACHERS SALARY GRID

SEPT-AUG

YEARS -----	CAT.D -----	CAT.C -----	CAT.B -----	CAT.A1 -----	CAT.A2 -----	CAT.A3 -----	CAT.A4 -----
0	13400	15000	16100	16750	17700	19600	20850
1	14400	16000	17100	17850	18850	20750	22050
2	15400	17000	18100	18950	20000	21900	23250
3	16400	18000	19100	20050	21150	23050	24450
4	17400	19000	20100	21150	22300	24200	25650
5	18400	20000	21100	22250	23450	25350	26850
6	19400	21000	22100	23350	24600	26500	28050
7	20400	22000	23100	24450	25750	27650	29250
8	21400	23000	24100	25550	26900	28800	30450
9			25100	26650	28050	29950	31650
10				27750	29200	31100	32850
11					30350	32250	34050
12						33400	35250
13							
14							

JUN. 22/81

# EDUCATION RELATIONS COMMISSION

NORTH OF SUPERIOR ROSS

1981/1982

ED. NO. 186

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

<u>STUDENTS</u>	<u>TEACHER GRID +</u>
UNDER 100	\$1,500 (2X\$500)
101 - 300	\$3,000 (3X\$500)
301 - 500	\$4,500 (3X\$500)

### VICE-PRINCIPALS SALARIES

<u>STUDENTS</u>	<u>TEACHER GRID +</u>
UNDER 100	\$ 750 (2X\$250)
101 - 300	\$1,500 (3X\$250)
301 - 500	\$2,250 (3X\$250)

### EMPLOYEE BENEFITS

OHIP	100 *
GROUP INS.	100 *
EXT. HEALTH	100 *
DRUG PLAN	NO
DENTAL PLAN	100 *
LTDP	0 *

### COST-OF-LIVING

<u>YES</u>	<u>NO</u>
ALLOWANCE	X
FOLD-IN	X

### GRAD. DEGREE ALLOW.

MASTERS  
DOCTORATE

### CERTIFICATION

DECO : 3  
OSSTF :

### INSTRUCT. PROV.

<u>YES</u>	<u>NO</u>
PTR	X
CLASS SIZE	X
INSTRUCT. LOAD	X

### SABBATICAL LEAVE

MIN. SERVICE  
BASIC SALARY  
SUBSEQ. SERV.  
MAX:

### CUM. SICK LEAVE

MAX. ACC. : 200 DAYS

### OTHER LEAVES

<u>YES</u>	<u>NO</u>
EXT. ABSENCE	X
EXT. MATERNITY	X
ADOPTION	X
PATERNITY	X
FED. BUS.	X
NEGOTIATIONS	X

### OTHER PROVISIONS

<u>YES</u>	<u>NO</u>
RETIREMENT GRAT.	X
SENIORITY	X
SURPLUS/REDUND	X
GRIEVANCE	X
MANAGEMENT RIGHTS	X

JUL. 02/81

AGREEMENT TERM: 1 YR.





ISSN 0226-8051

1981-82 INDIVIDUAL SUMMARIES - 2ND UPDATE

---

1981-82 RESUME INDIVIDUELS - 2<sup>E</sup> MISE A JOUR

1981 06 00



# EDUCATION RELATIONS COMMISSION

CARLETON ELEM

1981/1982

BD. NO. 4

## TEACHERS SALARY GRID

SEPT-APR

YEARS	CAT.D	CAT.C	CAT.B	CAT.A1	CAT.A2	CAT.A3	CAT.A4
-----	-----	-----	-----	-----	-----	-----	-----
0	13860	14705	15400	18555	19295	20405	21640
1	14630	15625	16560	19705	20530	21790	23165
2	15405	16550	17720	20860	21755	23170	24700
3	16185	17460	18875	22010	22990	24560	26245
4	16955	18390	20035	23160	24230	25945	27780
5	17735	19305	21185	24310	25460	27320	29305
6	18505	20220	22350	25465	26690	28710	30845
7		21145	23505	26620	27925	30095	32385
8		22060	24670	27770	29165	31485	33925
9		22980	25825	28920	30395	32860	35455
10				30075	31630	34250	36985
11							
12							
13							
14							

APR-AUG

YEARS	CAT.D	CAT.C	CAT.B	CAT.A1	CAT.A2	CAT.A3	CAT.A4
-----	-----	-----	-----	-----	-----	-----	-----
0	14135	15000	15710	19150	19840	21100	21820
1	14925	15940	16890	20295	21090	22480	23350
2	15715	16880	18075	21440	22340	23860	24880
3	16510	17810	19255	22585	23590	25240	26410
4	17295	18760	20435	23730	24840	26620	27940
5	18090	19690	21610	24875	26090	28000	29470
6	18875	20625	22795	26020	27340	29380	31000
7		21570	23975	27165	28590	30760	32530
8		22500	25165	28310	29840	32140	34060
9		23440	26340	29455	31090	33520	35590
10				30600	32340	34900	37120
11							
12							
13							
14							

APR. 17/81

# EDUCATION RELATIONS COMMISSION

CARLETON ELEM

1981/1982

BD. NO. 4

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

\$37,295

\$44,845

NO. OF INCREMENTS = 5

### VICE-PRINCIPALS SALARIES

TEACHER GRID + \$3,000 (5X\$100)

### EMPLOYEE BENEFITS

OHIP	90 %
GROUP INS.	90 %
EXT. HEALTH	90 %
DRUG PLAN	NO
DENTAL PLAN	90 %
LTDP	0 %

### COST-OF-LIVING

	YES	NO
ALLOWANCE	X	
FOLD-IN	X	

### GRAD. DEGREE ALLOW.

MASTERS \$ 630

DOCTORATE \$ 630

### CERTIFICATION

QECCO : IN AGREE

OSSTF :

	YES	NO
INSTRUCT. PROV.		

PTR X

CLASS SIZE X

INSTRUCT. LOAD X

### SABBATICAL LEAVE

MIN. SERVICE	7 YRS
BASIC SALARY	75 %
SUBSEQ. SERV.	2 YEARS
MAXI	HD DISC.

### CUM. SICK LEAVE

MAX. ACC. : NO MAX

### OTHER LEAVES

	YES	NO
EXT. ABSENCE	X	
EXT. MATERNITY	X	
ADOPTION	X	
PATERNITY		X
FED. BUS.	X	
NEGOTIATIONS		X

### OTHER PROVISIONS

	YES	NO
RETIREMENT GRAT.	X	
SENIORITY	X	
SURPLUS/REDUND	X	
GRIEVANCE	X	
MANAGEMENT RIGHTS	X	

MAY. 29/81

AGREEMENT TERM: 2ND YR. OF 2

## EDUCATION RELATIONS COMMISSION

MARLETON SEC

1981/1982

BD. NO. 81

## TEACHERS SALARY GRID

SEPT-AUG

EARS -----	GRP. 1 -----	GRP. 2 -----	GRP. 3 -----	GRP. 4 -----
0	19397	19914	21459	22290
1	20521	21150	22807	23779
2	21633	22391	24155	25262
3	22756	23638	25515	26739
4	23886	24874	26863	28222
5	25003	26121	28211	29711
6	26116	27357	29559	31194
7	27234	28610	30913	32666
8	28357	29851	32257	34149
9	29475	31093	33610	35632
10	30599	32340	34958	37115
11				
12				
13				
14				

APR. 17/81

# EDUCATION RELATIONS COMMISSION

CARLETON SEC

1981/1982

BD. NO. 81

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

\$46,019

\$49,176

NO. OF INCREMENTS = 3

### VICE-PRINCIPALS SALARIES

\$41,946

\$44,378

NO. OF INCREMENTS = 3

### EMPLOYEE BENEFITS

OHIP 90 %

GROUP INS. 90 %

EXT. HEALTH 90 %

DRUG PLAN NO

DENTAL PLAN 90 %

LTDP 0 %

COST-OF-LIVING YES NO

ALLOWANCE X

FOLD-IN X

GRAD. DEGREE ALLOW.

MASTERS \$ 630

DOCTORATE \$ 1260

CERTIFICATION

WECO :

OSSTF : 6

INSTRUCT. PROV. YES NO

PTR X

CLASS SIZE X

INSTRUCT. LOAD X

### SABBATICAL LEAVE

MIN. SERVICE 7 YRS

BASIC SALARY 75 %

SUBSEQ. SERV. 2 YEARS

MAXI % STAFF 1.0

CUM. SICK LEAVE

MAX. ACC. : NOT SPEC

OTHER LEAVES YES NO

EXT. ABSENCE X

EXT. MATERNITY X

ADOPTION X

PATERNITY X

FED. BUS. X

NEGOTIATIONS X

OTHER PROVISIONS YES NO

RETIREMENT GRAT. X

SENIORITY X

SURPLUS/REDUND X

GRIEVANCE X

MANAGEMENT RIGHTS X

MAY, 29/81

AGREEMENT TERM 2ND YR. OF 2



## EDUCATION RELATIONS COMMISSION

LONDON SEC

1981/1982

BD. NO. 117

## TEACHERS SALARY GRID

SEPT-AUG

<u>YEARS</u>	<u>GRP. 1</u>	<u>GRP. 2</u>	<u>GRP. 3</u>	<u>GRP. 4</u>
0	15600	16440	18080	18970
1	16670	17690	19510	20530
2	17740	18940	20940	22100
3	18810	20190	22370	23670
4	19880	21440	23800	25230
5	20950	22690	25230	26790
6	22020	23940	26660	28360
7	23090	25190	28090	29930
8	24160	26440	29520	31490
9	25230	27690	30950	33060
10	26330	28940	32380	34620
11				
12				
13				
14				

NOV. 13/80

# EDUCATION RELATIONS COMMISSION

LONDON SEC

1981/1982

BD. NO. 117

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

\$43,200  
\$46,500  
3X\$1,100

### VICE-PRINCIPALS SALARIES

\$39,200  
\$41,400  
2X\$1,100

### DEPT. ALLOWANCE

MAJOR HEAD: \$2,250

### EMPLOYEE BENEFITS

OHIP	80 %
GROUP INS.	80 %
EAT. HEALTH	80 %
DRUG PLAN	NO
DENTAL PLAN	80 %
LTDI	80 %

### COST-OF-LIVING YES NO

ALLOWANCE	X	
FOLD-IN		X

### GRAD. DEGREE ALLOW.

MASTERS \$ 725  
DOCTORATE \$ 725

### CERTIFICATION

QECC 1  
USSTF 1 6

### INSTRUCT. PROV. YES NO

PTR	X	
CLASS SIZE		X
INSTRUCT. LOAD	X	

### SABBATICAL LEAVE

MIN. SERVICE 10 YRS  
BASIC SALARY 100 %  
SUBSEQ. SERV. 2X LEAVE  
MAX: \* STAFF 3.0

### CUM. SICK LEAVE

MAX. ACC. : 200 DAYS

### OTHER LEAVES YES NO

EXT. ABSENCE		X
EXT. MATERNITY		X
ADOPTION		X
PATERNITY		X
FED. BUS.		X
NEGOTIATIONS		X

### OTHER PROVISIONS YES NO

RETIREMENT GRAT.	X	
SENIORITY	X	
SURPLUS/REDUND	X	
GRIEVANCE	X	
MANAGEMENT RIGHTS		X

AGREEMENT TERM: 2ND YR. OF 2

MAY. 07/81

## EDUCATION RELATIONS COMMISSION

TIMMINS SEC

1981/1982

RD. NO. 144

## TEACHERS SALARY GRID

SEPT-AUG

YEARS -----	GPP. 1 -----	GRP. 2 -----	GRP. 3 -----	GRP. 4 -----
0	17802	18500	20162	21189
1	18940	19650	21366	22483
2	20078	20800	22570	23777
3	21216	21950	23774	25071
4	22354	23100	24978	26365
5	23492	24250	26182	27659
6	24630	25400	27386	28953
7	25768	26550	28590	30247
8	26906	27700	29794	31541
9	28044	28850	30998	32835
10	29182	30000	32202	34129
11		31150	33406	35423
12			34610	36717
13				
14				

MAR. 11/81

# EDUCATION RELATIONS COMMISSION

TIMMINS SEC

1981/1982

RD. NO. 144

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

\$46,175

\$50,147

4X\$993

### VICE-PRINCIPALS SALARIES

\$41,443

\$44,935

4X\$873

### DEPT. ALLOWANCES

MAJOR HEAD: \$3,162

MINOR HEAD: \$2,433

### EMPLOYEE BENEFITS

OHIP 90 %

GROUP INS. 90 %

EXT. HEALTH 90 %

DRUG PLAN NO

DENTAL PLAN 90 %

LTOP 65 %

COST-OF-LIVING YES NO

ALLOWANCE X

FOLD-IN X

GRAD. DEGREE ALLOW.

MASTERS \$ 700

DOCTORATE \$ 700

### CERTIFICATION

RECO :

USSTF : 6

INSTRUCT. PROV. YES NO

PTR X

CLASS SIZE X

INSTRUCT. LOAD X

### SABBATICAL LEAVE

MIN. SERVICE 6 YRS

BASIC SALARY 75 %

SUBSEQ. SERV. 3 YEARS

MAX: # STAFF 3.0

### CUM. SICK LEAVE

MAX. ACC. : NOT SPEC

OTHER LEAVES YES NO

EXT. ABSENCE X

EXT. MATERNITY X

ADOPTION X

PATERNITY X

FED. BUS. X

NEGOTIATIONS X

OTHER PROVISIONS YES NO

RETIREMENT GRAT. X

SENIORITY X

SURPLUS/REDUND X

GRIEVANCE X

MANAGEMENT RIGHTS X

APR. 17/81

AGREEMENT TERM: 2ND YR. OF 2

# EDUCATION RELATIONS COMMISSION

TORONTO SEC

1981/1982

30. 10. 145

## TEACHERS SALARY GRID

SEPT-AUG

YEARS -----	GRP. 1 -----	GRP. 2 -----	GRP. 3 -----	GRP. 4 -----
0	17124	17948	19760	20588
1	18359	19231	21258	22198
2	19595	20516	22757	23808
3	20829	21801	24254	25424
4	22064	23083	25752	27038
5	23298	24372	27251	28651
6	24534	25656	28749	30254
7	25770	26938	30248	31879
8	27005	28224	31744	33471
9	28239	29508	33245	35106
10	29475	30791	34745	36720
11				
12				
13				
14				

NY. 07/81

# EDUCATION RELATIONS COMMISSION

TORONTO SEC

1981/1982

ED. NO. 145

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

\$46,413

\$49,988

NO. OF INCREMENTS = 3

### VICE-PRINCIPALS SALARIES

\$39,700

\$43,279

NO. OF INCREMENTS = 3

### DEPT. ALLOWANCES

DEPT. HEAD: \$2,731

ASST. HEAD: \$1,336

### EMPLOYEE BENEFITS

OHIP 75 %

GROUP INS. 100 %

EXT. HEALTH 100 %

DRUG PLAN NO

DENTAL PLAN 100 %

LTDIP NO

COST-OF-LIVING YES NO

ALLOWANCE X

FOLD-IN X

### GRAD. DEGREE ALLOW.

MASTERS \$ 742

POSTGRAD 1007

### CERTIFICATION

WECO :

OSSTF : 6

INSTRUCT. PROV. YES NO

PTR X

CLASS SIZE X

INSTRUCT. LOAD X

### SABBATICAL LEAVE

MIN. SERVICE 6 YRS

BASIC SALARY 80 %

SUBSEQ. SERV. 2X LEAVE

MAX: NO DISC.

### CUM. SICK LEAVE

MAX. ACC. : NO MAX

OTHER LEAVES YES NO

EXT. ABSENCE X

EXT. MATERNITY X

ADOPTION X

PATERNITY X

FED. BUS. X

NEGOTIATIONS X

OTHER PROVISIONS YES NO

RETIREMENT GRAT. X

SENIORITY X

SURPLUS/REDUND X

GRIEVANCE X

MANAGEMENT RIGHTS X

AGREEMENT TERM: 2ND YR. OF 2

MAY. 07/81



# EDUCATION RELATIONS COMMISSION

YORK BOROUGH SEC

1981/1982

BD. NO. 152

## TEACHERS SALARY GRID

SEPT-AUG

YEARS	GRP. 1	GRP. 2	GRP. 3	GRP. 4
0	17124	17948	19760	20583
1	18359	19231	21258	22198
2	19595	20516	22757	23808
3	20829	21801	24254	25424
4	22064	23083	25752	27038
5	23298	24372	27251	28651
6	24534	25656	28749	30264
7	25770	26938	30248	31879
8	27005	28224	31744	33491
9	28239	29508	33245	35106
10	29475	30791	34745	36720
11				
12				
13				
14				

MAY. 07/81

# EDUCATION RELATIONS COMMISSION

YORK BOROUGH SEC

1981/1982

BD. NO. 152

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

\$46,413

\$49,988

NO. OF INCREMENTS = 3

### VICE-PRINCIPALS SALARIES

\$39,700

\$43,279

NO. OF INCREMENTS = 3

### DEPT. ALLOWANCES

MAJOR HEAD: \$2,731

MINOR HEAD: \$1,453

### EMPLOYEE BENEFITS

OHIP 75 %

GROUP INS. 100 %

EXT. HEALTH 100 %

DRUG PLAN NO

DENTAL PLAN 100 %

LTDP NO

COST-OF-LIVING YES NO

ALLOWANCE X

FOLD-IN X

### GRAD. DEGREE ALLOW.

MASTERS \$ 742

DOCTORATE \$ 1007

### CERTIFICATION

WECO :

OSSTF : 6

INSTRUCT. PROV. YES NO

PTR X

CLASS SIZE X

INSTRUCT. LOAD X

### SABBATICAL LEAVE

MIN. SERVICE 6 YRS

BASIC SALARY 80 %

SUBSEQ. SERV. 2X LEAVE

MAX: BD DISC.

### CUM. SICK LEAVE

MAX. ACC. : NO MAX

OTHER LEAVES YES NO

EXT. ABSENCE X

EXT. MATERNITY X

ADOPTION X

PATERNITY X

FED. BUS. X

NEGOTIATIONS X

OTHER PROVISIONS YES NO

RETIREMENT GRAT. X

SENIORITY X

SURPLUS/REDUND X

GRIEVANCE X

MANAGEMENT RIGHTS X

AGREEMENT TERM: 2ND YR. OF 2

MAY. 07/81

EDUCATION RELATIONS COMMISSION

PRESCOTT-RUSSELL CTY RCSS

1981/1982

BD. NO. 190

TEACHERS SALARY GRID

SEPT-JAN

YEARS	CAT.D	CAT.C	CAT.B	CAT.A1	CAT.A2	CAT.A3	CAT.A4
0	12730	13745	14970	16900	17965	19205	20705
1	13475	14570	15855	17950	19085	20395	22200
2	14245	15430	16820	19020	20240	21610	23685
3	15055	16305	17795	20145	21400	22870	25190
4	15885	17210	18800	21285	22620	24175	26680
5	16745	18150	19830	22485	23875	25520	28170
6	17645	19120	20920	23705	25195	26920	29675
7	18570	20145	22040	24985	26550	28365	31170
8		21190	23190	26305	27950	29865	32660
9			24390	27685	29410	31435	34155
10				29110	30920	33040	35650
11							
12							
13							
14							

FEB-AUG

YEARS	CAT.D	CAT.C	CAT.B	CAT.A1	CAT.A2	CAT.A3	CAT.A4
0	12860	13885	15115	17065	18145	19395	20910
1	13610	14715	16040	18125	19275	20600	22420
2	14390	15580	16990	19210	20440	21825	23920
3	15205	16465	17970	20345	21615	23100	25440
4	16040	17380	18985	21495	22845	24415	26945
5	16910	18330	20025	22705	24115	25770	28450
6	17820	19310	21125	23940	25445	27185	29970
7	18755	20345	22255	25235	26815	28645	31480
8		21400	23420	26570	28225	30160	32985
9			24635	27960	29700	31745	34495
10				29400	31225	33365	36000
11							
12							
13							
14							

APR. 17/81

# EDUCATION RELATIONS COMMISSION

PRESCOTT-RUSSELL CTY RCSS

1981/1982

BD. NO. 190

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

TEACHER GRID + \$3,900 + \$70/  
CLASSROOM

### VICE-PRINCIPALS SALARIES

TEACHER GRID + \$1,950 + \$35/  
CLASSROOM

### EMPLOYEE BENEFITS

OHIP	90 %
GROUP INS.	90 %
EXT. HEALTH	NO
DRUG PLAN	90 %
DENTAL PLAN	70 %
LTDP	0 %

### COST-OF-LIVING

ALLOWANCE	X
FOLD-IN	X

### GRAD. DEGREE ALLOW.

MASTERS  
DOCTORATE

### CERTIFICATION

QECO : 3  
OSSTF :

### INSTRUCT. PROV.

PTR	X
CLASS SIZE	X
INSTRUCT. LOAD	X

### SABBATICAL LEAVE

MIN. SERVICE	7 YRS
BASIC SALARY	75 %
SUBSEQ. SERV.	3 YEARS
MAX:	NOT SPEC

### CUM. SICK LEAVE

MAX. ACC. :	220 DAYS
-------------	----------

### OTHER LEAVES

EXT. ABSENCE	X
EXT. MATERNITY	X
ADOPTION	X
PATERNITY	X
FED. BUS.	X
NEGOTIATIONS	X

### OTHER PROVISIONS

RETIREMENT GRAT.	X
SENIORITY	X
SURPLUS/REDUND	X
GRIEVANCE	X
MANAGEMENT RIGHTS	X

AGREEMENT TERM: 2ND YR. OF 2

APR. 17/81

# EDUCATION RELATIONS COMMISSION

YORK REGION RCSS

1981/1982

BD, NO. 202

## TEACHERS SALARY GRID

SEPT-FEB

<u>YEARS</u>	<u>CAT.D</u>	<u>CAT.C</u>	<u>CAT.B</u>	<u>CAT.A1</u>	<u>CAT.A2</u>	<u>CAT.A3</u>	<u>CAT.A4</u>
0	12410	13403	14462	16770	17332	18862	19758
1	13360	14389	15473	17794	18418	20072	21072
2	14308	15367	16496	18831	19517	21270	22386
3	15287	16391	17513	19844	20609	22529	23714
4	16273	17407	18530	20881	21733	23782	25041
5	17302	18418	19539	21899	22850	25041	26362
6	18102	19441	20563	22918	23966	26300	27694
7		20457	21586	23966	25089	27553	29028
8		21505	22596	24985	26201	28812	30354
9		22441	23656	26041	27324	30070	31682
10			24729	27083	28435	31330	33009
11				28490	30268	32867	34176
12						33064	35398
13							
14							

MAR-AUG

<u>YEARS</u>	<u>CAT.D</u>	<u>CAT.C</u>	<u>CAT.B</u>	<u>CAT.A1</u>	<u>CAT.A2</u>	<u>CAT.A3</u>	<u>CAT.A4</u>
0	12906	13939	15040	17441	18025	19616	20548
1	13894	14965	16092	18506	19155	20875	21915
2	14880	15982	17156	19584	20298	22121	23281
3	15898	17047	18214	20638	21433	23430	24663
4	16924	18103	19271	21716	22602	24733	26043
5	17994	19155	20321	22775	23764	26043	27416
6	18826	20219	21386	23835	24925	27352	28802
7		21275	22449	24925	26093	28655	30189
8		22365	23500	25984	27249	29964	31568
9		23339	24602	27083	28417	31273	32949
10			25718	28166	29572	32583	34329
11				29630	31479	34182	35543
12						34387	36814
13							
14							

APR. 17/81

# EDUCATION RELATIONS COMMISSION

YORK REGION HCSS

1981/1982

BD. NO. 202

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

	AS OF 1981 09 01	AS OF 1982 03 01
PUPILS		

0-399	\$34,575-42,225	\$35,958-43,914
-------	-----------------	-----------------

NO. OF INCREMENTS = 8

400 +	\$36,600-44,600	\$38,064-46,384
-------	-----------------	-----------------

NO. OF INCREMENTS = 8

JR. HIGH	\$39,250-46,100	\$40,820-47,944
----------	-----------------	-----------------

NO. OF INCREMENTS = 6

CERTAIN DEGREES: ADDITIONAL \$500

### VICE-PRINCIPALS SALARIES

TEACHER GRID + \$2,250 (2X\$250)

### EMPLOYEE BENEFITS

CHIP	75 %
------	------

GROUP INS.	75 %
------------	------

LT. HEALTH	75 %
------------	------

DRUG PLAN	NO
-----------	----

DENTAL PLAN	75 %
-------------	------

LTDP	0 %
------	-----

COST-OF-LIVING	YES	NO
ALLOWANCE	X	
FOLD-IN		X

GRAD. DEGREE ALLOW.

MASTERS

DOCTORATE

CERTIFICATION

WECO	3
------	---

OSSTF	
-------	--

INSTRUCT. PROV.	YES	NO
PTR		X
CLASS SIZE	X	
INSTRUCT. LOAD		X

MAY. 07/81

### SABBATICAL LEAVE

MIN. SERVICE	5 YRS
--------------	-------

BASIC SALARY	75 %
--------------	------

SUBSEQ. SERV.	2X LEAVE
---------------	----------

MAX. STAFF	1.0
------------	-----

CUM. SICK LEAVE

MAX. ACC.	250 DAYS
-----------	----------

OTHER LEAVES	YES	NO
EXT. ABSENCE		X
EXT. MATERNITY		X
ADOPTION		X
PATERNITY		X
FED. BUS.		X
NEGOTIATIONS		X

OTHER PROVISIONS	YES	NO
RETIREMENT GRAT.		X
SENIORITY		X
SURPLUS/REDUND		X
GRIEVANCE		X
MANAGEMENT RIGHTS		X

AGREEMENT TERM: 2ND YR. OF 2



# EDUCATION RELATIONS COMMISSION

CFO NORTH BAY ELEM

1981/1982

SD. NO. 210

## TEACHERS SALARY GRID

### SEPT-DEC

YEARS -----	CAT.D -----	CAT.C -----	CAT.B -----	CAT.A1 -----	CAT.A2 -----	CAT.A3 -----	CAT.A4 -----
0	12853	14063	14971	16586	17292	18806	19612
1	13559	14770	15678	17494	18200	19814	20621
2	14265	15476	16384	18402	19107	20823	21832
3	14971	16182	17090	19310	20015	21832	23042
4	15678	16989	17897	20217	20924	22841	24253
5	16333	17796	18705	21125	21832	23950	25463
6		18704	19511	22134	22841	25160	26674
7		19612	20419	23143	23850	26371	27885
8		20475	21327	24152	24960	27784	29297
9			22235	25160	26170	29196	30710
10			23403	26169	27380	30609	32324
11				27080	28521	31980	33922
12							
13							
14							

### JAN-AUG

YEARS -----	CAT.D -----	CAT.C -----	CAT.B -----	CAT.A1 -----	CAT.A2 -----	CAT.A3 -----	CAT.A4 -----
0	13318	14900	15863	17375	18123	19928	20783
1	14166	15650	16612	18337	19086	20996	21852
2	15015	16398	17361	19300	20047	22066	23136
3	15763	17147	18109	20262	21010	23136	24418
4	16563	18002	18964	21224	21973	24205	25702
5	17307	18857	19821	22186	22935	25381	26985
6		19820	20575	23256	24005	26663	28268
7		20782	21538	24325	25075	27947	29552
8		21672	22500	25395	26251	29445	31049
9			23463	26463	27434	31142	32547
10			24701	27433	28917	32639	34257
11				28503	30100	33903	35969
12							
13							
14							

JAN. 01/81

# EDUCATION RELATIONS COMMISSION

CFB NORTH BAY ELEM

1981/1982

BD. NO. 210

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

#### PUPILS      TEACHER GRID +

1 - 124	\$2,750
125 - 259	\$3,710
260 +	\$4,800

INCREMENTS: 4X\$600

### VICE-PRINCIPALS SALARIES

TEACHER GRID + \$2,100 (4X\$250)

### EMPLOYEE BENEFITS

OHIP	100 %
GROUP INS.	100 %
EXT. HEALTH	100 %
DRUG PLAN	NO
DENTAL PLAN	NO
LTDP	100 %

#### COST-OF-LIVING      YES NO

ALLOWANCE	X
FOLD-IN	X

#### GRAD. DEGREE ALLOW.

MASTERS  
DOCTORATE

#### CERTIFICATION

DECO : 2  
OSSTF :

#### INSTRUCT. PROV.      YES NO

PTR	X
CLASS SIZE	X
INSTRUCT. LOAD	X

### SABBATICAL LEAVE

MIN.SERVICE	5 YRS
BASIC SALARY	75 %
SUBSEQ. SERV.	3 YEARS
MAX:	# STAFF 1.0

#### CUM. SICK LEAVE

MAX. ACC. : NO MAX

#### OTHER LEAVES      YES NO

EXT. ABSENCE	X
EXT. MATERNITY	X
ADOPTION	X
PATERNITY	X
FED. BUS.	X
NEGOTIATIONS	X

#### OTHER PROVISIONS      YES NO

RETIREMENT GRAT.	X
SENIORITY	X
SURPLUS/REDUND	X
GRIEVANCE	X
MANAGEMENT RIGHTS	X

APR. 17/81

AGREEMENT TERM: 2ND YR. OF 2

## EDUCATION RELATIONS COMMISSION

MOOSE FACTORY ISLAND

1981/1982

BD. NO. 220

## TEACHERS SALARY GRID

SEPT-AUG

YEARS -----	CAT.D -----	CAT.C -----	CAT.B -----	CAT.A1 -----	CAT.A2 -----	CAT.A3 -----	CAT.A4 -----
0	14535	15306	17400	18173	19385	20818	22362
1	15417	16133	18228	19110	20322	21810	23409
2	16299	16960	19055	20047	21259	22803	24456
3	17180	17787	19881	20984	22196	23795	25504
4	18062	18614	20708	21920	23133	24787	26551
5	19230	19440	21535	22858	24070	25779	27598
6	19826	20267	22362	23795	25008	26771	28645
7		21094	23188	24732	25945	27764	29693
8		21921	24015	25669	26882	28866	30740
9			24842	26606	27929	29968	31898
10				27543	28976	31071	33055
11				28480	30023	32173	34213
12							
13							
14							

OCT. 16/80

# EDUCATION RELATIONS COMMISSION

MOOSE FACTORY ISLAND

1981/1982

BD. NO. 220

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

TEACHER GRID + \$7,000 (2X\$2,000)

### VICE-PRINCIPALS SALARIES

TEACHER GRID + \$3,000

### EMPLOYEE BENEFITS

OHIP	100 %
GROUP INS.	100 %
EXT. HEALTH	100 %
DRUG PLAN	NO
DENTAL PLAN	100 %
LTDP	0 %

### COST-OF-LIVING YES NO

ALLOWANCE	X
FOLD-IN	X

### GRAD. DEGREE ALLOW.

MASTERS	
DOCTORATE	

### CERTIFICATION

QECC 1	3
OSSTF 1	

### INSTRUCT. PROV. YES NO

PTR	X
CLASS SIZE	X
INSTRUCT. LOAD	X

### SABBATICAL LEAVE

MIN. SERVICE	5 YRS
BASIC SALARY	75 %
SUBSEQ. SERV.	2 YEARS
MAXI	# STAFF 2.0

### CUM. SICK LEAVE

MAX. ACC. 1	260 DAYS
-------------	----------

### OTHER LEAVES YES NO

EXT. ABSENCE	X
EXT. MATERNITY	X
ADOPTION	X
PATERNITY	X
FED. BUS.	X
NEGOTIATIONS	X

### OTHER PROVISIONS YES NO

RETIREMENT GRAT.	X
SENIORITY	X
SURPLUS/REDUND	X
GRIEVANCE	X
MANAGEMENT RIGHTS	X

MAY. 29/81

AGREEMENT TERM 12ND YR. OF 2



ISSN 0226-8051

1981-82 INDIVIDUAL SUMMARIES - 1ST UPDATE

---

1981-82 RESUME INDIVIDUELS - 1<sup>RE</sup> MISE A JOUR

CA24N  
DE 700  
-T 21





# EDUCATION RELATIONS COMMISSION

DURHAM ELEM

1981/1982

BD. NO. 10

## TEACHERS SALARY GRID

SEPT-AUG

<u>YEARS</u>	<u>CAT.D</u>	<u>CAT.C</u>	<u>CAT.B</u>	<u>CAT.A1</u>	<u>CAT.A2</u>	<u>CAT.A3</u>	<u>CAT.A4</u>
0	13623	14596	15562	17733	18350	19765	20735
1	14637	15637	16636	18787	19506	21084	22184
2	15650	16670	17716	19833	20667	22411	23634
3	16662	17711	18798	20886	21823	23738	25084
4	17676	18744	19872	21931	22984	25062	26532
5	18744	19783	20953	22984	24140	26383	27975
6		20817	22035	24031	25302	27708	29425
7		21663	23116	25084	26457	29034	30875
8			24190	26129	27614	30361	32322
9			25270	27181	28774	31679	33766
10			26373	28226	29930	33007	35216
11				29390	31195	34299	36685
12							
13							
14							

DEC. 12/80

# EDUCATION RELATIONS COMMISSION

DURHAM ELEM

1981/1982

BD. NO. 10

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

#### FEWER THAN 18 TEACHERS

\$38,886 - 41,087

#### 18 OR MORE TEACHERS

\$40,353 - 43,288

NO. OF INCREMENTS = 3

### VICE-PRINCIPALS SALARIES

#### FEWER THAN 18 TEACHERS

TEACHER GRID + \$300/CLASSROOM

MAXIMUM ALLOWANCE: \$1,500

#### 18 OR MORE TEACHERS

TEACHER GRID + \$2,360 (2X\$600)

### EMPLOYEE BENEFITS

OHIP 75 %

GROUP INS. 75 %

EXT. HEALTH 75 %

DRUG PLAN NO

DENTAL PLAN 75 %

LTDP 75 %

COST-OF-LIVING	YES	NO
ALLOWANCE		X
FOLD-IN		X

#### GRAD. DEGREE ALLOW.

MASTERS \$ 700

DOCTORATE \$ 1150

#### CERTIFICATION

QECO 1 3

OSSTF 1

INSTRUCT. PROV.	YES	NO
PTR		X
CLASS SIZE		X
INSTRUCT. LOAD		X

### SABBATICAL LEAVE

MIN. SERVICE 7 YRS

BASIC SALARY 60 %

SUBSEQ. SERV. 5 YEARS

MAXI % STAFF 0.3

#### CUM. SICK LEAVE

MAX. ACC. 1 260 DAYS

OTHER LEAVES	YES	NO
EXT. ABSENCE		X
EXT. MATERNITY		X
ADOPTION		X
PATERNITY		X
FED. BUS.		X
NEGOTIATIONS		X

OTHER PROVISIONS	YES	NO
RETIREMENT GRAT.		X
SENIORITY		X
SURPLUS/REDUND		X
GRIEVANCE		X
MANAGEMENT RIGHTS		X

AGREEMENT TERM: 2ND YR. OF 2

MAR. 25/81

EDUCATION RELATIONS COMMISSION

ESSEX CTY ELEM

1981/1982

BD. NO. 15

TEACHERS SALARY GRID

SEPT-JAN

<u>YEARS</u>	<u>CAT.D</u>	<u>CAT.C</u>	<u>CAT.B</u>	<u>CAT.A1</u>	<u>CAT.A2</u>	<u>CAT.A3</u>	<u>CAT.A4</u>
0	13155	13985	15360	16330	16820	18665	19280
1	14270	15090	16475	17485	18050	20010	20755
2	15385	16200	17590	18640	19280	21355	22225
3	16500	17305	18705	19790	20515	22700	23695
4	17610	18415	19820	20945	21740	24040	25170
5		19520	20935	22105	22970	25385	26645
6		21430	22050	23260	24200	26730	28110
7			23165	24415	25435	28075	29585
8			24285	25565	26660	29420	31055
9				26725	27890	30765	32525
10				27880	29115	32110	34000
11							
12							
13							
14							

FEB-AUG

<u>YEARS</u>	<u>CAT.D</u>	<u>CAT.C</u>	<u>CAT.B</u>	<u>CAT.A1</u>	<u>CAT.A2</u>	<u>CAT.A3</u>	<u>CAT.A4</u>
0	13735	14605	16035	17050	17560	19490	20130
1	14895	15760	17200	18255	18845	20895	21670
2	16060	16915	18365	19460	20130	22295	23205
3	17220	18070	19530	20665	21420	23700	24740
4	18385	19225	20695	21870	22700	25100	26280
5		20380	21860	23080	23985	26505	27820
6		22300	23025	24285	25270	27910	29350
7			24190	25490	26555	29315	30890
8			25360	26695	27835	30720	32425
9				27905	29120	32120	33960
10				29110	30400	33525	35500
11							
12							
13							
14							

OCT. 31/80

# EDUCATION RELATIONS COMMISSION

ESSEX CTY ELEM

1981/1982

NO. NO. 15

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

### VICE-PRINCIPALS SALARIES

#### PELEE ISLAND

TEACHER GRID + \$1,300 (2X\$650)

TEACHER GRID + \$400/TEACHER

#### UNDER 18 FULL-TIME EQUIVALENT TEACHERS

AS OF 1981 09 01: \$34,700 - 38,300

AS OF 1982 02 01: \$36,900 - 40,700

NO. OF INCREMENTS = 4

#### 18 AND OVER FULL-TIME EQUIVALENT TEACHERS

AS OF 1981 09 01: \$34,700 - 40,500

AS OF 1982 02 01: \$36,900 - 42,500

NO. OF INCREMENTS = 6

### EMPLOYEE BENEFITS

OWIP 100 \*

GROUP INS. 75 \*

EXT. HEALTH NO

DRUG PLAN 75 \*

DENTAL PLAN 100 \*

LTOR NO

COST-OF-LIVING YES NO

ALLOWANCE \*

FOLD-IN \*

GRAD. DEGREE ALLOW.

MASTERS \$ 500

DOCTORATE \$ 700

### CERTIFICATION

QECO : 4

OSSTF :

INSTRUCT. PROV. YES NO

PTR \*

CLASS SIZE \*

INSTRUCT. LOAD \*

### SABBATICAL LEAVE

MIN. SERVICE 10 YRS

BASIC SALARY 50 \*

SUBSEQ. SERV. 3 YEARS

MAX: STAFF 1.0

### CUM. SICK LEAVE

MAX. ACC. : 310 DAYS

OTHER LEAVES YES NO

EXT. ABSENCE \*

EXT. MATERNITY \*

ADOPTION \*

PATERNITY \*

FED. BUS. \*

NEGOTIATIONS \*

OTHER PROVISIONS YES NO

RETIREMENT GRAT. \*

SENIORITY \*

SURPLUS/REBUND \*

GRIEVANCE \*

MANAGEMENT RIGHTS \*

FEH. 04/81

AGREEMENT TERM: 2ND YR. OF 2

EDUCATION RELATIONS COMMISSION

FORT FRANCES-RAINY RIVER ELEM 1981/1982

HD. NO. 17

TEACHERS SALARY GRID

SEPT-AUG

YEARS -----	CAT.D -----	CAT.C -----	CAT.B -----	CAT.A1 -----	CAT.A2 -----	CAT.A3 -----	CAT.A4 -----
0	13400	15110	16480	18440	19060	20430	21290
1	13400	15920	17270	19490	20210	21640	22590
2	15420	16720	18070	20540	21360	22850	23890
3	16210	17510	18870	21590	22510	24060	25190
4	17010	18330	19680	22640	23660	25260	26480
5	17820	19130	20490	23690	24800	26470	27790
6	18620	19920	21300	24750	25960	27680	29090
7		20720	22090	25800	27100	28890	30380
8		21530	22880	27400	28800	30650	32230
9			23680	28450	29940	31850	33530
10			24500	29510	31120	33060	34850
11						34310	36180
12							
13							
14							

JAN. 22/81

# EDUCATION RELATIONS COMMISSION

FORT FRANCES-RAINY RIVER ELEM 1981/1982

BD. NO. 17

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

<u>PUPILS</u>	<u>TEACHER GRID +</u>
1 - 50	\$2,480
51 - 150	\$3,970
151 - 250	\$5,730
251 - 350	\$6,730
351+	\$8,380

### VICE-PRINCIPALS SALARIES

TEACHER GRID + \$3,264

### EMPLOYEE BENEFITS

OHIP	100 %
GROUP INS.	85 %
EXT. HEALTH	65 %
DRUG PLAN	NO
DENTAL PLAN	60 %
LTDP	NO

### COST-OF-LIVING YES NO

ALLOWANCE	X
FOLD-IN	X

### GRAD. DEGREE ALLOW.

MASTERS	
DOCTORATE	

### CERTIFICATION

QECO 1	2
OSSTF 1	

### INSTRUCT. PROV. YES NO

PTR	X
CLASS SIZE	X
INSTRUCT. LOAD	X

### SABBATICAL LEAVE

MIN.SERVICE	5 YRS
BASIC SALARY	70 %
SUBSEQ. SERV.	3 YEARS
MAXI	\$ FUND

### CUM. SICK LEAVE

MAX. ACC. 1	200 DAYS
-------------	----------

### OTHER LEAVES YES NO

EXT. ABSENCE	X
EXT. MATERNITY	X
ADOPTION	X
PATERNITY	X
FED. BUS.	X
NEGOTIATIONS	X

### OTHER PROVISIONS YES NO

RETIREMENT GRAT.	X
SENIORITY	X
SURPLUS/REDUND	X
GRIEVANCE	X
MANAGEMENT RIGHTS	X

AGREEMENT TERM 2ND YR. OF 2

FEB. 17/81



EDUCATION RELATIONS COMMISSION

LAKE SUPERIOR ELEM

1981/1982

BD. NO. 34

TEACHERS SALARY GRID

SEPT-AUG

<u>YEARS</u>	<u>CAT.D</u>	<u>CAT.C</u>	<u>CAT.B</u>	<u>CAT.A1</u>	<u>CAT.A2</u>	<u>CAT.A3</u>	<u>CAT.A4</u>
0	14446	15945	17301	18570	19405	21065	22020
1	14446	15945	17301	19635	20595	22440	23495
2	14446	15945	17301	20695	21780	23815	24970
3	15465	17028	18455	21765	22970	25190	26440
4	16353	17982	19337	22830	24160	26565	27915
5	17372	19066	20427	23895	25355	27940	29385
6	18391	20226	21381	24960	26545	29315	30860
7	19337	21381	22464	26025	27735	30690	32330
8	20565	22535	23483	27090	28920	32065	33805
9			24637	28155	30110	33440	35275
10			25592	29545	31600	34815	36780
11							
12							
13							
14							

NOV. 13/80

# EDUCATION RELATIONS COMMISSION

LAKE SUPERIOR ELEM

1981/1982

RD. NO. 34

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

-----

TEACHER GRID + \$4,165 + \$160/  
TEACHER + \$60/HOUSE

### VICE-PRINCIPALS SALARIES

-----

TEACHER GRID + \$2,080 + \$50/TEACHER

### EMPLOYEE BENEFITS

-----

OHIP 25 %

GROUP INS. 100 %

EXT. HEALTH 75 %

DRUG PLAN NO

DENTAL PLAN 75 %

LTD 0 %

COST-OF-LIVING YES NO

-----

ALLOWANCE X

FOLD-IN X

GRAD. DEGREE ALLOW.

-----

MASTERS

DOCTORATE

CERTIFICATION

-----

QECO 1 3

OSSE 1

INSTRUCT. PROV. YES NO

-----

PTR X

CLASS SIZE X

INSTRUCT. LOAD X

### SABBATICAL LEAVE

-----

MIN. SERVICE

BASIC SALARY

SURSEQ. SERV.

MAXI

CUM. SICK LEAVE

-----

MAX. ACC. 1 225 DAYS

OTHER LEAVES YES NO

-----

EXT. ABSENCE X

EXT. MATERNITY X

ADOPTION X

PATERNITY X

FED. RES. X

NEGOTIATIONS X

OTHER PROVISIONS YES NO

-----

RETIREMENT GRAT. X

SENIORITY X

SURPLUS/REDUND X

GRIEVANCE X

MANAGEMENT RIGHTS X

MAR. 11/81

AGREEMENT TERM 12ND YR. OF 2

EDUCATION RELATIONS COMMISSION

MANITOULIN ELEM

1981/1982

BD. NO. 41

TEACHERS SALARY GRID

SEPT-AUG

YEARS -----	CAT.D -----	CAT.C -----	CAT.B -----	CAT.A1 -----	CAT.A2 -----	CAT.A3 -----	CAT.A4 -----
0	13180	13740	14600	17280	18180	19080	20280
1	13930	14520	15400	18280	19280	20180	21440
2	14680	15300	16200	19280	20380	21280	22600
3	15430	16080	17000	20280	21480	22380	23760
4	16180	16860	17800	21280	22580	23480	24920
5	16930	17640	18600	22280	23680	24580	26080
6	17680	18420	19400	23280	24780	25680	27240
7		19200	20200	24280	25880	26780	28400
8		19980	21000	25280	26980	27880	29560
9		20760	21800	26280	28080	28980	30720
10			22600	27355	29180	30080	31880
11			23400			31180	33080
12						32380	34480
13							
14							

JAN. 22/81

# EDUCATION RELATIONS COMMISSION

MANITOULIN ELEM

1981/1982

ED. NO. 41

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

ROOMS            TEACHER GRID +

FIRST 10        \$590/ROOM

THEREAFTER     \$460/ROOM

MINIMUM ALLOWANCE:    \$2,100

### VICE-PRINCIPALS SALARIES

TEACHER GRID + \$1,180 + \$92/ROOM

### EMPLOYEE BENEFITS

OHIP                    100 \*

GROUP INS.            FLT \$ AMT/IND.

EXT. HEALTH           FLT \$ AMT/IND.

DRUG PLAN             NO

DENTAL PLAN          FLT \$ AMT/IND.

LTOP                    0 \*

COST-OF-LIVING      YES NO

ALLOWANCE            X

FOLD-IN                X

GRAD. DEGREE ALLOW.

MASTERS

DOCTORATE

CERTIFICATION

QECO :                2

OSSTF :

INSTRUCT. PROV.      YES NO

PTR                    X

CLASS SIZE            X

INSTRUCT. LOAD        X

### SABBATICAL LEAVE

MIN. SERVICE

BASIC SALARY

SURSEQ. SERV.

MAX:

CUM. SICK LEAVE

MAX. ACC. :            220 DAYS

OTHER LEAVES            YES NO

EXT. ABSENCE            X

EXT. MATERNITY          X

ADOPTION                X

PATERNITY                X

FED. BUS.                X

NEGOTIATIONS            X

OTHER PROVISIONS      YES NO

RETIREMENT GRAT.        X

SENIORITY                X

SURPLUS/REDUND          X

GRIEVANCE                X

MANAGEMENT RIGHTS      X

AGREEMENT TERM: 2ND YR. OF 2

FEB. 04/81

## EDUCATION RELATIONS COMMISSION

PERTH CTY ELEM

1981/1982

BD. NO. 55

## TEACHERS SALARY GRID

SEPT-AUG

YEARS -----	CAT.D -----	CAT.C -----	CAT.B -----	CAT.A1 -----	CAT.A2 -----	CAT.A3 -----	CAT.A4 -----
0	12430	13716	14616	16282	16736	18199	19355
1	13269	14594	15555	17308	17762	19390	20655
2	14108	15472	16494	18334	18788	20581	21955
3	14947	16350	17433	19360	19814	21772	23255
4	15786	17228	18372	20386	20840	22963	24555
5	16625	18106	19311	21412	21866	24154	25855
6	17464	18984	20250	22438	22892	25345	27155
7		19862	21189	23464	23918	26536	28455
8		20740	22128	24490	24944	27727	29755
9			23067	25516	25970	28918	31055
10			24006	26542	26996	30109	32355
11				27573	28022	31300	33655
12					29048	32492	34955
13							
14							

FEB. 17/81

# EDUCATION RELATIONS COMMISSION

PERTH CTV ELEM

1981/1982

RD. NO. 55

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

### VICE-PRINCIPALS SALARIES

#### FEWER THAN 125 STUDENTS

TEACHER GRID + \$2,963

TEACHER GRID + \$800/ROOM

MAXIMUM ALLOWANCE = \$3,200

#### 125 - 299 STUDENTS

\$37,720 - 39,908 (2X\$1,094)

#### 300+ STUDENTS

\$39,592 - 41,780 (2X\$1,094)

### EMPLOYEE BENEFITS

### SABBATICAL LEAVE

OHIP 80 %

MIN. SERVICE 7 YRS

GROUP INS. 80 %

BASIC SALARY 75 %

EXT. HEALTH 80 %

SURSEQ. SERV. 3 YEARS

DRUG PLAN NO

MAXI # STAFF 3.0

DENTAL PLAN NO

### CUM. SICK LEAVE

LTD. NO

MAX. ACC. 1 240 DAYS

COST-OF-LIVING YES NO

OTHER LEAVES YES NO

ALLOWANCE X

EXT. ABSENCE X

FOLD-IN X

EXT. MATERNITY X

GRAD. DEGREE ALLOW.

ADOPTION X

MASTERS \$ 600

PATERNITY X

DOCTORATE

FFD. BUS. X

### CERTIFICATION

NEGOTIATIONS X

QECO 1 3

OTHER PROVISIONS YES NO

OSSTF 1

RETIREMENT GRAT. X

INSTRUCT. PROV. YES NO

SENIORITY X

PTR X

SURPLUS/REDUND X

CLASS SIZE X

GRIEVANCE X

INSTRUCT. LOAD X

MANAGEMENT RIGHTS X

MAR. 11/81

AGREEMENT TERM 2ND YR. OF 2



# EDUCATION RELATIONS COMMISSION

SAULT STE. MARIE ELEM

1981/1982

BD. NO. 61

## TEACHERS SALARY GRID

SEPT-AUG

YEARS -----	CAT.D -----	CAT.C -----	CAT.B -----	CAT.A1 -----	CAT.A2 -----	CAT.A3 -----	CAT.A4 -----
0	13070	13610	14570	16530	17245	18755	19760
1	13760	14355	15430	17550	18255	19910	21005
2	14450	15100	16290	18570	19265	21065	22250
3	15140	15845	17150	19590	20275	22220	23495
4	15830	16590	18010	20610	21285	23375	24740
5	16520	17335	18870	21630	22295	24530	25985
6	17210	18080	19730	22650	23305	25685	27230
7	17900	18825	20590	23670	24315	26840	28475
8		19570	21450	24690	25325	27995	29720
9		20315	22310	25710	26335	29150	30965
10		21060	23170	26730	27345	30305	32210
11			24030	27750	28355	31460	33455
12					29365	32615	34700
13							
14							

JAN. 22/81

# EDUCATION RELATIONS COMMISSION

SAULT STE. MARIE ELEM

1981/1982

BD, NO. 61

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

### VICE-PRINCIPALS SALARIES

TEACHER GRID + \$5,700

TEACHER GRID + \$1,700

### EMPLOYEE BENEFITS

OHIP	90 %
GROUP INS.	90 %
EXT. HEALTH	90 %
DRUG PLAN	NO
DENTAL PLAN	90 %
LTDP	90 %

### COST-OF-LIVING YES NO

ALLOWANCE	X
FOLD-IN	X

### GRAD. DEGREE ALLOW.

MASTERS	\$ 710
DOCTORATE	\$ 1060

### CERTIFICATION

QECO 1	3
OSSTF 1	

### INSTRUCT. PROV. YES NO

PTR	X
CLASS SIZE	X
INSTRUCT. LOAD	X

### SABBATICAL LEAVE

MIN.SERVICE	7 YRS
BASIC SALARY	50 %
SUBSEQ. SERV.	3 YEARS
MAXI	% STAFF 0.5

### CUM. SICK LEAVE

MAX. ACC. 1	270 DAYS
-------------	----------

### OTHER LEAVES YES NO

EXT. ABSENCE	X
EXT. MATERNITY	X
ADOPTION	X
PATERNITY	X
FED. BUS.	X
NEGOTIATIONS	X

### OTHER PROVISIONS YES NO

RETIREMENT GRAT.	X
SENIORITY	X
SURPLUS/REDUND	X
GRIEVANCE	X
MANAGEMENT RIGHTS	X

FEB. 17/81

AGREEMENT TERM 12ND YR. OF 2

# EDUCATION RELATIONS COMMISSION

BRANT CTY SEC

1981/1982

BD. NO. 79

## TEACHERS SALARY GRID

SEPT-AUG

YEARS -----	GRP. 1 -----	GRP. 2 -----	GRP. 3 -----	GRP. 4 -----
0	16466	17072	18576	19546
1	17575	18285	19868	20968
2	18711	19502	21165	22395
3	19853	20731	22469	23829
4	21004	21962	23779	25270
5	22158	23203	25097	26718
6	23323	24450	26422	28173
7	24491	25703	27754	29634
8	25668	26963	29092	31104
9	26853	28230	30437	32579
10	28043	29504	31788	34061
11			33149	35550
12				
13				
14				

JAN. 22/81

# EDUCATION RELATIONS COMMISSION

BRANT CTY SEC

1981/1982

BD. NO. 79

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

\$45,118  
\$48,898  
3X\$1,260

### VICE-PRINCIPALS SALARIES

\$40,025  
\$43,301  
3X\$1,092

### DEPT. ALLOWANCES

MAJOR HEAD: \$2,756  
MINOR HEAD: \$1,996

### EMPLOYEE BENEFITS

OWIP 75 %  
GROUP INS. VARIES  
EXT. HEALTH 90 %  
DRUG PLAN NO  
DENTAL PLAN 90 %  
LTDP 0 %

### COST-OF-LIVING YES NO

ALLOWANCE X  
FOLD-IN X

### GRAD. DEGREE ALLOW.

MASTERS \$ 725  
DOCTORATE \$ 825

### CERTIFICATION

QECO 1  
OSSTF 1 6  
INSTRUCT. PROV. YES NO  
PTR X  
CLASS SIZE X  
INSTRUCT. LOAD X

### SABBATICAL LEAVE

MIN.SERVICE 5 YRS  
BASIC SALARY 75 %  
SUBSEQ. SERV. SL SCALE  
MAXI # STAFF 3.0

### CUM. SICK LEAVE

MAX. ACC. 1 VARIES

### OTHER LEAVES YES NO

EXT. ABSENCE X  
EXT. MATERNITY X  
ADOPTION X  
PATERNITY X  
FED. BUS. X  
NEGOTIATIONS X

### OTHER PROVISIONS YES NO

RETIREMENT GRAT. X  
SENIORITY X  
SURPLUS/REDUND X  
GRIEVANCE X  
MANAGEMENT RIGHTS X

FEB. 17/81

AGREEMENT TERM 12ND YR. OF 2

# EDUCATION RELATIONS COMMISSION

ESSEX CTY SEC

1981/1982

BD. NO. 92

## TEACHERS SALARY GRID

### SEPT-JAN

YEARS -----	GRP. 1 -----	GRP. 2 -----	GRP. 3 -----	GRP. 4 -----
0	16330	16820	18665	19280
1	17485	18050	20010	20755
2	18640	19280	21355	22225
3	19790	20515	22700	23695
4	20945	21740	24040	25170
5	22105	22970	25385	26645
6	23260	24200	26730	28110
7	24415	25435	28075	29585
8	25565	26660	29420	31055
9	26725	27890	30765	32525
10	27880	29115	32110	34000
11				
12				
13				
14				

### FEB-AUG

YEARS -----	GRP. 1 -----	GRP. 2 -----	GRP. 3 -----	GRP. 4 -----
0	17050	17560	19490	20130
1	18255	18845	20895	21670
2	19460	20130	22295	23205
3	20665	21420	23700	24740
4	21870	22700	25100	26280
5	23080	23985	26505	27820
6	24285	25270	27910	29350
7	25490	26555	29315	30890
8	26695	27835	30720	32425
9	27905	29120	32120	33960
10	29110	30400	33525	35500
11				
12				
13				
14				

OCT. 31/80

# EDUCATION RELATIONS COMMISSION

ESSEX CTY SEC

1981/1982

RD. NO. 92

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

AS OF 1981 09 01

\$42,375 - 45,905

AS OF 1982 02 01

\$44,245 - 47,930

### VICE-PRINCIPALS SALARIES

AS OF 1981 09 01

\$38,015 - 40,730

AS OF 1982 02 01

\$39,690 - 42,525

### DEPT. ALLOWANCES

MAJOR HEAD: \$2,400

MINOR HEAD: \$1,350

### EMPLOYEE BENEFITS

OHIP 100 %

GROUP INS. 75 %

EXT. HEALTH NO

DRUG PLAN 75 %

DENTAL PLAN 100 %

LTD 0 %

COST-OF-LIVING YES NO

ALLOWANCE X

FOLD-IN X

GRAD. DEGREE ALLOW.

MASTERS \$ 550

DOCTORATE \$ 700

### CERTIFICATION

QECO 1

OSSTF 1 NOT SPEC

INSTRUCT. PROV. YES NO

PTR X

CLASS SIZE X

INSTRUCT. LOAD X

### SABBATICAL LEAVE

MIN. SERVICE X YRS

BASIC SALARY 50 %

SUBSEQ. SERV. 3 YEARS

MAX: \* STAFF 1.0

### CUM. SICK LEAVE

MAX. ACC. 1 320 DAYS

OTHER LEAVES YES NO

EXT. ABSENCE X

EXT. MATERNITY X

ADOPTION X

PATERNITY X

FED. BUS. X

NEGOTIATIONS X

OTHER PROVISIONS YES NO

RETIREMENT GRAT. X

SENIORITY X

SURPLUS/REDUND X

GRIEVANCE X

MANAGEMENT RIGHTS X

FEB. 04/81

AGREEMENT TERM: 2ND YR. OF 2



# EDUCATION RELATIONS COMMISSION

FORT FRANCES-RAINY RIVER SEC 1981/1982

BD. NO. 94

## TEACHERS SALARY GRID

SEPT-AUG

<u>YEARS</u>	<u>GRP. 1</u>	<u>GRP. 2</u>	<u>GRP. 3</u>	<u>GRP. 4</u>
0	18440	19060	20430	21290
1	19490	20210	21640	22590
2	20540	21360	22850	23890
3	21590	22510	24060	25190
4	22640	23660	25260	26480
5	23690	24800	26470	27790
6	24750	25960	27680	29090
7	25800	27100	28890	30380
8	27400	28800	30650	32230
9	28450	29940	31850	33530
10	29510	31120	33060	34850
11			34310	36180
12				
13				
14				

NOV. 13/80

# EDUCATION RELATIONS COMMISSION

FORT FRANCES-RAINY RIVER SEC 1981/1982

RD. NO. 94

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

### VICE-PRINCIPALS SALARIES

#### 500 AND UNDER PUPILS

\$39,050

\$41,490 - 45,090

\$41,450

#### OVER 500 PUPILS

2X\$1,200

\$42,700 - 46,300

\$41,200

### EMPLOYER BENEFITS

### SABBATICAL LEAVE

DBTP 100 %

MIN. SERVICE 5 YRS

S. 85 %

BASIC SALARY 70 %

EXT. HEALTH 65 %

SUBSEQ. SERV. 3 YEARS

PLAN NO

MAXI \$ FUND

EXT. PLAN 60 %

### CUM. SICK LEAVE

GROUP NO

MAX. ACC. 1 200 DAYS

COST-OF-LIVING YES NO

OTHER LEAVES YES NO

ALLOWANCE X

EXT. ABSENCE X

FOLD-IN X

EXT. MATERNITY X

GRAD. DEGREE ALLOW.

ADOPTION X

MASTERS \$ 250

PATERNITY X

DOCTORATE

FED. BUS. X

### CERTIFICATION

NEGOTIATIONS X

OSSTF 1 6

OTHER PROVISIONS YES NO

INSTRUCT. PROV. YES NO

RETIREMENT GRAT. X

X

SENIORITY X

X

SURPLUS/REDUND X

X

GRIEVANCE X

MANAGEMENT RIGHTS X

AGREEMENT TERM: 2ND YR. OF 2

FEB. 04/81

## EDUCATION RELATIONS COMMISSION

NIPIGON-RED ROCK SEC

1981/1982

RD. NO. 123

## TEACHERS SALARY GRID

SEPT-AUG

YEARS -----	GRP. 1 -----	GRP. 2 -----	GRP. 3 -----	GRP. 4 -----
0	17030	17930	19220	20080
1	18130	19150	20500	21480
2	19350	20360	21790	22260
3	20390	21570	23070	24300
4	21360	22770	24360	25730
5	22470	23980	25640	27130
6	23640	25200	26920	28530
7	24810	26420	28100	29950
8	26090	27620	29490	31350
9	26910	28830	30780	32770
10	28160	30160	32070	34180
11			33490	35750
12				
13				
14				

JAN. 01/81

# EDUCATION RELATIONS COMMISSION

NIPIGON-RED ROCK SEC

1981/1982

BD. NO. 123

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

\$45,750

### VICE-PRINCIPALS SALARIES

\$40,750

### EMPLOYEE BENEFITS

OHIP 100 %

GROUP INS. 100 %

EXT. HEALTH 100 %

DRUG PLAN NO

DENTAL PLAN 75 %

LTDP 0 %

COST-OF-LIVING YES NO

ALLOWANCE X

FOLD-IN X

GRAD. DEGREE ALLOW.

MASTERS \$ 600

DOCTORATE \$ 600

CERTIFICATION

QECO 1

OSSTF 1 6

INSTRUCT. PROV. YES NO

PTR X

CLASS SIZE X

INSTRUCT. LOAD X

### SABBATICAL LEAVE

MIN. SERVICE 6 YRS

BASIC SALARY NOT SPEC

SUBSEQ. SERV. 2 YEARS

MAXI \$ FUND

CUM. SICK LEAVE

MAX. ACC. 1 250 DAYS

OTHER LEAVES YES NO

EXT. ABSENCE X

EXT. MATERNITY X

ADOPTION X

PATERNITY X

FED. BUS. X

NEGOTIATIONS X

OTHER PROVISIONS YES NO

RETIREMENT GRAT. X

SENIORITY X

SURPLUS/REDUND X

GRIEVANCE X

MANAGEMENT RIGHTS X

FEB. 04/81

AGREEMENT TERM 12ND YR. OF 2

## EDUCATION RELATIONS COMMISSION

BRANT CTY RCSS

1981/1982

BD. NO. 155

## TEACHERS SALARY GRID

SEPT-AUG

YEARS -----	CAT.D -----	CAT.C -----	CAT.B -----	CAT.A1 -----	CAT.A2 -----	CAT.A3 -----	CAT.A4 -----
0	12045	13470	14455	16370	17150	18390	19695
1	12845	14370	15350	17390	18160	19495	20885
2	13645	15270	16245	18410	19170	20600	22075
3	14445	16170	17140	19430	20180	21705	23265
4	15245	17070	18035	20450	21190	22810	24455
5	16045	17970	18930	21470	22200	23915	25645
6	16845	18870	19825	22490	23210	25020	26835
7		19770	20720	23510	24220	26125	28025
8		20670	21615	24530	25230	27230	29215
9			22510	25550	26240	28335	30405
10			23405	26570	27250	29440	31595
11				27590	28260	30545	32785
12					29270	31650	33975
13						32755	35165
14							

JAN. 22/81

# EDUCATION RELATIONS COMMISSION

BRANT CTY RCSS

1981/1982

RD. NO. 155

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

#### CATEGORY

A1 \$32,230 - 36,100  
A2 \$33,520 - 37,390  
A3 \$34,810 - 38,680  
A4 \$36,100 - 39,970  
3X\$1,290

### VICE-PRINCIPALS SALARIES

TEACHER GRID + \$4,775

### ST. JOHN'S COLLEGE

TEACHER GRID + \$4,775

### EMPLOYEE BENEFITS

OHIP 85 %  
GROUP INS. 90 %  
EXT. HEALTH 90 %  
DRUG PLAN NO  
DENTAL PLAN 90 %  
LTDP NO

### COST-OF-LIVING YES NO

ALLOWANCE X  
FOLD-IN X

### GRAD. DEGREE ALLOW.

MASTERS \$ 655  
DOCTORATE \$ 655

### CERTIFICATION

QECO 1 3  
OSSTF 1

### INSTRUCT. PROV. YES NO

PTR X  
CLASS SIZE X  
INSTRUCT. LOAD X

### SABBATICAL LEAVE

MIN. SERVICE  
BASIC SALARY  
SUBSEQ. SERV.  
MAXI

### CUM. SICK LEAVE

MAX. ACC. 1 220 DAYS

### OTHER LEAVES YES NO

EXT. ABSENCE X  
EXT. MATERNITY X  
ADOPTION X  
PATERNITY X  
FED. BUS. X  
NEGOTIATIONS X

### OTHER PROVISIONS YES NO

RETIREMENT GRAT. X  
SENIORITY X  
SURPLUS/REDUND X  
GRIEVANCE X  
MANAGEMENT RIGHTS X

AGREEMENT TERM 12ND YR. OF 2

MAR. 11/81



# EDUCATION RELATIONS COMMISSION

FORT FRANCES-RAINY RIVER RCSS 1981/1982

BD. NO. 164

## TEACHERS SALARY GRID

SEPT-AUG

<u>YEARS</u>	<u>CAT.D</u>	<u>CAT.C</u>	<u>CAT.B</u>	<u>CAT.A1</u>	<u>CAT.A2</u>	<u>CAT.A3</u>	<u>CAT.A4</u>
0	13656	14416	15895	18120	18836	20549	21925
1	14593	15367	16846	19118	19824	21708	23095
2	15510	16318	17797	20116	20812	22867	24265
3	16437	17269	18748	21114	21800	24026	25435
4	17364	18220	19699	22112	22788	25185	26605
5	18291	19171	20650	23110	23776	26344	27775
6	19217	20122	21601	24108	24764	27503	28945
7		21073	22552	25106	25752	28662	30115
8		22027	23503	26104	26740	29821	31285
9			24454	27102	27728	30980	32455
10			25407	28100	28716	32139	33625
11				29097	29704	33298	34795
12					30691	34453	35976
13							
14							

JAN. 01/81

# EDUCATION RELATIONS COMMISSION

FORT FRANCES-RAINY RIVER RCES 1981/1982

BD. NO. 164

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

### VICE-PRINCIPALS SALARIES

#### ST. FRANCIS SCHOOL

TEACHER GRID + \$3,025

#### CLASSROOMS      TEACHER GRID +

FIRST 10      \$605/CLASSROOM

THEREAFTER      \$266/CLASSROOM

#### ST. MICHAEL'S & PINWOOD-STRATTON SCHOOLS

TEACHER GRID + \$1,815 + \$242/CLASSROOM

### EMPLOYEE BENEFITS

OHIP      100 %

GROUP INS.      100 %

EXT. HEALTH      75 %

DRUG PLAN      NO

DENTAL PLAN      75 %

LTDP      NO

COST-OF-LIVING      YES NO

ALLOWANCE      X

FOLD-IN      X

GRAD. DEGREE ALLOW.

MASTERS

DOCTORATE

#### CERTIFICATION

QECC 1      3

OSSTF 1

INSTRUCT. PROV.      YES NO

PTR      X

CLASS SIZE      X

INSTRUCT. LOAD      X

### SABBATICAL LEAVE

MIN. SERVICE      5 YRS

BASIC SALARY      50 %

SURSEQ. SERV.      SL SCALE

MAX:      \* STAFF 1.0

#### CUM. SICK LEAVE

MAX. ACC. 1      200 DAYS

OTHER LEAVES      YES NO

EXT. ABSENCE      X

EXT. MATERNITY      X

ADOPTION      X

PATERNITY      X

FED. BUS.      X

NEGOTIATIONS      X

OTHER PROVISIONS      YES NO

RETIREMENT GRAT.      X

SENIORITY      X

SURPLUS/REDUND      X

GRIEVANCE      X

MANAGEMENT RIGHTS      X

FEB. 04/81

AGREEMENT TERM: 2ND YR. OF 2

# EDUCATION RELATIONS COMMISSION

HEARST DISTRICT ROSS

1981/1982

BD. NO. 171

## TEACHERS SALARY GRID

SEPT-AUG

YEARS -----	CAT.D -----	CAT.C -----	CAT.B -----	CAT.A1 -----	CAT.A2 -----	CAT.A3 -----	CAT.A4 -----
0	13350	14439	15525	16617	17706	18795	19884
1	14128	15294	16439	17492	18707	19923	21138
2	14906	16149	17353	18366	19708	21050	22392
3	15684	17004	18267	19241	20709	22178	23646
4	16462	17859	19181	20115	21710	23305	24900
5	17240	18714	20095	20990	22711	24433	26154
6	18018	19569	21009	21864	23712	25560	27408
7	18796	20424	21923	22739	24713	26688	28662
8		21279	22837	23613	25714	27815	29916
9			23751	24488	26715	28943	31170
10				25362	27716	30007	32424
11				26237	28717	31198	33676
12							
13							
14							

JAN. 22/81

# EDUCATION RELATIONS COMMISSION

HEARST DISTRICT RCSS

1981/1982

RD. NO. 171

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

ST. MARTYRS CANADIENS. JOQUES

TEACHER GRID + \$2,300

ALL OTHER SCHOOLS

TEACHER GRID + \$4,300

### VICE-PRINCIPALS SALARIES

TEACHER GRID + \$3,300

### EMPLOYEE BENEFITS

OWIP 100 %

GROUP INS. 100 %

EXT. HEALTH NO

DRUG PLAN 100 %

DENTAL PLAN 100 %

LTDIP 0 %

COST-OF-LIVING YES NO

ALLOWANCE X

FOLD-IN X

GRAD. DEGREE ALLOW.

MASTERS

DOCTORATE

CERTIFICATION

QECO 1 4

OSSE 1

INSTRUCT. PROV. YES NO

PTR X

CLASS SIZE X

INSTRUCT. LOAD X

### SABBATICAL LEAVE

MIN. SERVICE NOT SPEC

BASIC SALARY NOT SPEC

SURSEQ. SERV. NOT SPEC

MAXI RD DISC.

CUM. SICK LEAVE

MAX. ACC. 1 200 DAYS

OTHER LEAVES YES NO

EXT. ABSENCE X

EXT. MATERNITY X

ADOPTION X

PATERNITY X

FED. BUS. X

NEGOTIATIONS X

OTHER PROVISIONS YES NO

RETIREMENT GRAT. X

SENIORITY X

SURPLUS/REDUND X

GRIEVANCE X

MANAGEMENT RIGHTS X

AGREEMENT TERM 2ND YR. OF 2

MAR. 11/81



# EDUCATION RELATIONS COMMISSION

SAULT STE MARIE RCSS

1981/1982

RD. NO. 192

## TEACHERS SALARY GRID

SEPT-AUG

<u>YEARS</u>	<u>CAT.D</u>	<u>CAT.C</u>	<u>CAT.B</u>	<u>CAT.A1</u>	<u>CAT.A2</u>	<u>CAT.A3</u>	<u>CAT.A4</u>
0	12836	13507	14178	16015	16566	17662	19896
1	13639	14318	15065	17077	17652	18882	21186
2	14442	15129	15952	18139	18738	20102	22476
3	15245	15940	16839	19201	19824	21322	23766
4	16048	16751	17726	20263	20910	22542	25056
5	16851	17562	18613	21325	21996	23762	26346
6		18373	19500	22387	23082	24982	27636
7		19184	20387	23449	24168	26202	28926
8		19995	21274	24511	25254	27422	30216
9		20806	22161	25573	26340	28642	31506
10			23048	26635	27426	29862	32796
11					28512	31082	34086
12							
13							
14							

NOV. 13/80

# EDUCATION RELATIONS COMMISSION

SAULT STE MARIE RCSS

1981/1982

NO. NO. 192

## COLLECTIVE AGREEMENT SUMMARY

### PRINCIPALS SALARIES

TEACHER GRID + \$4,237 + \$143/  
CLASSROOM TEACHER

### VICE-PRINCIPALS SALARIES

TEACHER GRID + \$2,119 + \$72/  
CLASSROOM TEACHER

### EMPLOYEE BENEFITS

OHIP	100 %
GROUP INS.	100 %
EXT. HEALTH	100 %
DRUG PLAN	NO
DENTAL PLAN	100 %
LTDIP	100 %

COST-OF-LIVING	YES NO
----------------	--------

ALLOWANCE	X
-----------	---

FOLD-IN	X
---------	---

GRAD. DEGREE ALLOW.

MASTERS

DOCTORATE

### CERTIFICATION

UECO 1 3

OSSF 1

INSTRUCT. PROV.	YES NO
-----------------	--------

PTR	X
-----	---

CLASS SIZE	X
------------	---

INSTRUCT. LOAD	X
----------------	---

### SABBATICAL LEAVE

MIN. SERVICE	7 YRS
--------------	-------

BASIC SALARY	50 %
--------------	------

SUBSEQ. SERV.	3 YEARS
---------------	---------

MAX. STAFF	1.0
------------	-----

### CUM. SICK LEAVE

MAX. ACC. 1	240 DAYS
-------------	----------

### OTHER LEAVES

EXT. ABSENCE	X
--------------	---

EXT. MATERNITY	X
----------------	---

ADOPTION	X
----------	---

PATERNITY	X
-----------	---

FED. BUS.	X
-----------	---

NEGOTIATIONS	X
--------------	---

### OTHER PROVISIONS

RETIREMENT GRAT.	X
------------------	---

SENIORITY	X
-----------	---

SURPLUS/REDUND	X
----------------	---

GRIEVANCE	X
-----------	---

MANAGEMENT RIGHTS	X
-------------------	---

AGREEMENT TERM 2ND YR. OF 2

FEB. 04/81